

State of Ohio Benefits

Health Insurance

The State of Ohio provides you with quality, affordable and competitive medical benefits as a part of your total compensation package. Employees contribute 15% to the monthly premium with 85% paid by the employer.

FULL-TIME EMPLOYEE MEDICAL DEDUCTIONS						
	FULL-TIME / BIWEEKLY-PAID EMPLOYEE DEDUCTIONS ²			FULL-TIME / MONTHLY-PAID EMPLOYEE DEDUCTIONS ²		
	Employee Share	State Share	Total	Employee Share	State Share	Total
Single	\$33.28	\$187.53	\$220.81	\$72.11	\$406.32	\$478.43
Family Minus Spouse	\$91.00	\$514.60	\$605.60	\$197.17	\$1,114.97	\$1,312.14
Family Plus Spouse ¹	\$96.77	\$514.60	\$611.37	\$209.67	\$1,114.97	\$1,324.64

¹ Family Plus Spouse rates above include a charge of \$12.50 per month to cover a spouse.
² These rates represent the total amount that will be deducted from your paycheck, including the communication surcharge.

Prescription Coverage

Prescription drug benefits, available to all employees enrolled in a state health plan, are provided through Catamaran Rx, the state's prescription drug benefit manager.

- Catamaran Rx mail order services are provided through Immediate Pharmaceutical Services (IPS). Through this program, you can obtain a 90-day supply of covered maintenance medications used to treat chronic or long term health conditions.
- Walgreens Specialty Drug Program is provided for expensive, limited access, complicated treatment regimens, compliance issues, special storage requirements and/or manufacturer reporting requirements. Many medications listed below are biotech medications. Biotech products are manufactured using DNA recombinant technology (genetic replication) as opposed to chemical processes.

Dental and Vision

If you are a permanent exempt or union employee with one year of continuous state service, the state pays the full cost for you and your eligible dependents to participate in a dental plan for exempt employees. Union Benefits Trust (UBT) pays the full cost for you and your eligible dependents to participate in a dental plan for union employees

Flexible Spending Accounts

Unclassified employees may enroll in these benefits upon hire.

- **Health Care Spending Account-** employees may enroll for up to \$2500 in pre-tax deductions for health, pharmacy, dental, and vision expenses.
- **Dependent Care Spending Account-** employees may enroll to defer on a pre-tax basis up to a maximum of \$5,000 (dependent on tax status) into an account to pay for eligible child care, dependent care, and eldercare expenses.

Basic Life Insurance

The State of Ohio provides certain exempt employees who have more than one year of continuous state service with basic term life insurance benefits. This free benefit is provided at one times your annual salary to the next highest thousand.

UBT administers basic life insurance for Union-represented State employees and coverage is automatically provided at no cost on the first of the month following one year of continuous state service. The benefit equals one times your Basic Annual Earnings (rounded to the next higher thousand) up to the \$150,000 maximum.

Supplemental Life Insurance

Exempt and Union State of Ohio employees are eligible to enroll in a supplemental life insurance program, administered by Prudential, at their own cost. This benefit is available upon hire (there is no waiting period) and provides benefits in addition to the state-paid basic life insurance policy that becomes effective after one year of continuous state service.

Some key points about the policy include:

- The minimum electable benefit is \$10,000.
- The maximum benefit available is up to six times your annual earnings or \$500,000 - whichever is less.

Voluntary Group Long-Term Care Insurance

This program helps cover expenses for medical, personal, and social services of chronically-ill or disabled. The State of Ohio has partnered with The Prudential Insurance Company of America to offer Group Long-term Care Insurance Plan.

Legal Service Plan

UBT offers a voluntary legal plan for eligible members and their dependents from Hyatt Legal Plans. A MetLife company, Hyatt is the largest provider of group legal plans in the United States and has been in the business since 1981.

Ohio Public Employees Retirement System (OPERS)

State employees are enrolled in the Ohio Public Employees Retirement System (OPERS) rather than Social Security for retirement, disability and survivor benefits. OPERS also provides the state health care programs. Both the state and the employee contribute a portion from the gross earnings each pay period.

- Employee Contribution- 10%
- Employer Contribution- 14%

Out-of-state, federal or Ohio municipal retirement system service credit

You may purchase credit for:

- Service with the federal government
- Service in another state which, had the service been in Ohio, would have been covered by an Ohio state retirement system

Deferred Composition

The Ohio Public Employees Deferred Compensation Program is a voluntary supplemental retirement plan. Payroll deductions to deferred compensation lower taxable income and can be invested in a variety of funds and plans.

Credit Union

The State Transportation Employee's Credit Union offers financial services and products at competitive rates and low or no fees. Services include many types of savings and loan accounts to accommodate the financial needs of each member.

Leave Benefits

- **Sick Leave-** 3.1 hours earned per pay period (PPE) equaling 80 per year, no maximum balance
- **Vacation Leave (after 1 year)-** 3.1 hours earned per PPE equaling 80 per year, maximum balance is 240
- **Vacation Leave (after 4 years)-** 4.6 hours earned per PPE equaling 120 per year, maximum balance is 360
- **Vacation Leave (after 9 years)-** 6.2 hours earned per PPE equaling 160 per year, maximum balance is 480
- **Vacation Leave (after 14 years)-** 6.9 hours earned per PPE equaling 180 per year, maximum balance is 540
- **Vacation Leave (after 19 years)-** 7.7 hours earned per PPE equaling 200 per year, maximum balance is 600
- **Personal Leave-** exempt employee receive 32 hours personal leave the first payday in December, maximum balance is 40 hours, anything in excess is automatically paid out. Union employees earn 8 hours of personal leave 4 times per year; January, April, July, and October.
- **Compensatory Time-** if an employee works in excess of 80 hours in a two week PPE they may be permitted to receive compensatory time on an hour for hour basis if overtime exempt or at time and a half if overtime eligible.

Disability Leave

ODOT provides medical coverage and income for a non-work-related injury or illness if an employee is disabled and unable to work for more than 14 days. Disability provides 67 percent base rate of pay for the remaining period, up to one full year.

Childbirth/Adoption Leave

ODOT allows for six weeks of continuous leave to all employees following birth or adoption. The first two weeks serve as a waiting period, requiring employees to use their own leave time. The last four weeks are set at 70 percent base rate of pay, with the option to supplement with

leave time to receive compensation at the full rate. A reimbursement of up to \$2,000 per child is available for adoption expenses in lieu of taking the leave benefit.

Workers' Compensation Benefits

The State of Ohio offers benefits assistance during work-related illness or injury. The Bureau of Workers Compensation determines claim status and pays compensation for lost time claims. CareWorks, the state's Managed Care Organization, pays the medical bills.

Family Medical Leave Act

This policy entitles eligible employees to take up to twelve work weeks of unpaid, job protected leave in any twelve month period for specified family and medical reasons. Employees must have worked 12 months and worked 1250 hours during this period.

Wellness Programs

- **Take Charge! Live Well! (TCLW)**- The state's Take Charge! Live Well! Program is a confidential and voluntary health management program. Your benefits include services to help you maintain your good health and improve any health risks you may have. Incentive payments are provided on your paycheck for participation in the program.
- ODOT also provides a wellness newsletter and hosts on-site health fairs and checkups.