***Morrow County Benefits Summary for 2019***

The premiums listed below are very close, however, the actual amount may vary by a little bit. We pay every two weeks. Premiums are taken out of paychecks each pay period. Premium amounts listed are effective January 1, 2018 -December 31, 2018.

# Medical - Employee pays 7.5% of premium

Regence Blue Cross Blue Shield Copay Plan B RX4 with Alternative Care Preferred Provider Program

Lifetime Maximum Benefit

Individual deductible per calendar year Maximum family deductible per calendar year

Maximum amount you pay each calendar year including deductible

*Full Premium*

*Employee Only $ 729.48/month*

*Employee+ Child $1,354.35/month*

*Employee+ Spouse $1,547.93/month*

*Employee+ Children $1,808.53/month*

*Employee+ Family $2,085.98/month*

\**Actual premium may vary slightly*

$2,000,000

$ 500

$1,500

$2,500/claimant

$5,500/family

# Dental - Employee pays 7.5% of premium

ODS Dental Plan II

Calendar year maximum, per member Calendar year deductible

*Employee Only $ 49.21/month*

*Employee+ Child $ 75.62/month*

*Employee* + *Spouse $ 86.14/month*

*Employee+ Children $130.10/month*

*Employee+ Family $149.84/month*

*\*Actual premium may vary slightly*

$1,500

$0

# Vision

VSP3

Exams every 24 months for adults.

Prescription Lenses every 24 months for adults Frames every 24 months (up to $120.00)

# OR

Contact Lens Care every 24 months for adults (up to $166.00)

*Included in Medical Premium.*

# Medical Supplemental Coverage

AFLAC Supplemental Plans are available at our group rate. All premiums are the responsibility of the employee.

# Life Insurance and Long Term Disability

Morrow County provides Life Insurance and Long Term Disability for full-time employees.

# Air Medical Transport

Morrow County provides family Air Medical Transport coverage for all employees.

# Retirement

Morrow County is not a PERS member. Morrow County's pension plan meets or exceeds the provision of the PERS plan. All full-time employees are required to participate in the Morrow County Retirement Plan. Employees contribute 6% of their gross wages.

**Holidays- Morrow** County recognizes 9 paid Holidays. New Years Day, Martin Luther King Holiday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas.

# Vacation

Years of Service 0-4

5-9

10-14

15-19

20+

Days off per year 12

14

16

18

20

# Sick Leave

All regular employees shall earn sick leave with full pay at the rate of one day leave for one calendar month of service.

Utilization: Employees are eligible for sick leave for the following reasons:

1. Non-occupational illness or injury
2. Quarantine of an employee by a physician
3. To care for an ill member of the employee’s immediate family.
4. First three days of leave due to an occupational injury
5. Medical/dental examinations and appointments for employees and their dependents when such appointments cannot be conveniently scheduled outside working hours.