

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	\$2,000,000
Individual deductible per calendar year	\$ 500
Maximum family deductible per calendar year	\$1,500
Maximum amount you pay each calendar year including deductible	\$2,500/claimant \$5,500/family

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

Dental - Employee pays 7.5% of premium

ODS Dental Plan II

Calendar year maximum, per member	\$1,500
Calendar year deductible	\$0

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

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

<u>Years of Service</u>	<u>Days off per year</u>
0-4	12
5-9	14
10-14	16
15-19	18
20+	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:

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