

Morrow County Benefits Summary for 2025



Non-Union & AFSCME

We pay every two weeks. Premiums are taken out of paychecks semimonthly. Premium amounts listed are effective January 1, 2025 - December 31, 2025.

Medical - Employee pays **7.5%** of full premium amount

Regence Blue Cross Blue Shield Copay Plan F Rx7 with Alternative Care Preferred Provider Program

Lifetime Maximum Benefit	Individual deductible per calendar year	Maximum family deductible per calendar year	Maximum out of pocket per calendar year, including deductible
\$2,000,000	\$500	\$1,500	\$2,500/claimant \$5,500/family

Full Premium

Employee Only	\$ 864.79/month
Employee+ Child	\$1,605.03/month
Employee+ Spouse	\$1,834.43/month
Employee+ Children	\$2,143.84/month
Employee+ Family	\$2,472.66/month

Dental - Employee pays **7.5%** of full premium amount

ODS Dental Plan II

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

Full Premium

Employee Only	\$ 46.30/month
Employee+ Child	\$ 71.93/month
Employee + Spouse	\$ 81.59/month
Employee+ Children	\$121.87/month
Employee+ Family	\$140.09/month

Vision **Included in Medical Premium**

Regence Vision Plan A - 12-12-24

Eye Exams	Prescription Lenses	Frames	OR Contact Lens
Every 12 months	Every 12 months	Every 24 Months (up to \$120)	Every 12 Months (up to \$166)

Life Insurance and Long-Term Disability

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

Medical Supplemental Coverage

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

CIS (City/County Insurance Services) Voluntary Plans:

- Supplemental Life – Employee & Spouse
- Dependent Life
- Identity Protection
- Accident Insurance
- Hospital Indemnity Insurance
- Critical Illness Insurance
- Trauma Coverage

AFLAC:

- Cancer
- Accident Insurance
- Short Term Disability
- Critical Illness
- Hospital Indemnity
- Term Life Insurance

Air Medical Transport

Morrow County provides family Air Medical Transport coverage for all current health insurance members and their eligible dependents.

Retirement

For Morrow County general and non-union employees, Morrow County participates in a defined contribution 401(a) plan. All employees who work 20 hours or more a week are required to participate in the Morrow County Retirement Plan. Employees contribute 6% of their gross wages, Morrow County contributes 9%.

Holidays

Morrow County recognizes the following paid Holidays. New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Employee Appreciation Day (DAT-NYE), and Christmas Day.

Sick Leave

All regular employees shall earn sick leave with full pay at the rate of 1 day leave for 1 calendar month of service (960 max). Employees are eligible for sick leave after 1 month of employment.

Vacation

All full-time employees shall accrue vacation time with pay at the following rates (up to 256 hours). Part-time employees will be pro-rated based on scheduled work. Employees are not eligible for vacation leave for the first six months of employment, although vacation leave shall start accruing from the beginning of employment.

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

Administrative Leave

In lieu of compensation for overtime worked, each exempt employee shall be credited with 40 hours of administrative leave per year. For new hires, the admin leave shall be prorated based on the proportion of the fiscal year remaining at the time of hire.