



2025 Benefit Summary

2656 Hogback Road, Sunbury, OH 43074

Eligibility

Coverage for medical, dental, vision, life insurance and long-term disability benefits becomes effective on the first day of the month following the date of hire.

Medical Benefits

Preservation Parks of Delaware County (PPDC) offers two health insurance plans through Anthem (both covered 100% by PPDC):

- PPO plan with a \$3,000 single and \$6,000 family deductible (for in-network)
- H.S.A. plan with a \$3,500 single and \$7,000 family deductible (PPDC will make a one-time contribution to the employees' health savings account)

BIWEEKLY COST

EMPLOYEE	\$0
EMPLOYEE + SPOUSE	\$0
EMPLOYEE + CHILD(REN)	\$0
FAMILY	\$0

Dental Benefits

PPDC offers a dental plan for employees and dependents with Principal.

BIWEEKLY COST

EMPLOYEE	\$0
EMPLOYEE + SPOUSE	\$7.05
EMPLOYEE + CHILD(REN)	\$7.74
FAMILY	\$11.81

Vision Benefits

PPDC offers a vision plan for employees and dependents with Superior.

BIWEEKLY COST

EMPLOYEE	\$0
EMPLOYEE + SPOUSE	\$1.07
EMPLOYEE + CHILD(REN)	\$1.05
FAMILY	\$1.59

Employee Assistance Program (EAP)

An Employee Assistance Program is available through Magellan Health. EAP offers employees, spouses, and dependents counseling, well-being coaching, financial well-being, legal services, and work-life services. This service is offered at no cost to the employee.

Life Insurance

\$50,000 Life Insurance benefits are provided at no cost to the employee through Principal.

Voluntary Life Insurance

Principal offers a voluntary supplemental life insurance plan. Employees pay the full premium for the voluntary life plan through payroll deduction.

Preventative Health Measure

PPDC will reimburse employees up to \$300 per year to help employees achieve their health goals. Examples of reimbursement include gym membership, entry fee for a race, fitness tracker, exercise equipment, weight loss program, athletic footwear, etc.

Holidays

11 holidays per year (New Years Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day).

Personal Day

One paid personal day per year (8 hours); immediate eligibility, then earned on January 1st each year.

Vacation Leave

Vacation is accrued as follows:

- 0-4 years: accrue 10 days per year (3.1 hours per pay)
- 5-9 years: accrue 15 days per year (4.6 hours per pay)
- 10-14 years: accrue 20 days per year (6.2 hours per pay)
- 15-19 years: accrue 22 days per year (6.8 hours per pay)
- 20 years & over: accrue 25 days per year (7.7 hours per pay)

Employees may start using vacation after 6 months of employment. Employees with prior years of service who worked with another agency that was part of OPERS may have their previous years of service reviewed to receive previous years of service to apply to the vacation rate. Vacation may be accumulated up to a maximum of two (2) years of the employee's current applicable level.

Sick Leave

PPDC sick leave policy is designed to protect employees during periods of illness or injury to yourself or a family member. Full-time employees accumulate 120 hours per year (4.6 hours per pay). Accrual begins immediately. Unused sick time is carried over from year to year without limit. Employees who retire with 10 years or more of service can have one quarter of their sick hours paid out up to a maximum of 240 hours.

Bereavement Pay

Three (3) days of leave with pay is granted for the death of an immediate family member.

Jury Duty Pay

Employees are encouraged to serve on jury duty and fulfill their civic obligation. PPDC will compensate employees for their regular pay while on jury duty. The employee may keep any court remittance.

Retirement

PPDC employees participate in OPERS (Ohio Public Employee Retirement System). 10% (13% for law enforcement) is deducted from paychecks for this benefit. PPDC contributes an additional 14% (18.1% for law enforcement) for the employee. Employees do not pay into Social Security while working at PPDC.

Deferred Compensation (Voluntary Retirement Plan)

Plans are available from Ohio Deferred Compensation and the Ohio County Employees Retirement Plan. Both plans permit employees to have pre-tax or post-tax deductions from their paychecks.

Tuition Reimbursement

PPDC offers tuition reimbursement and education assistance to encourage employees to take coursework leading to formal professional accreditation or degree. Preservation Parks will reimburse employees for tuition and fees as follows:

- Undergraduate - \$2,500 per calendar year
- Graduate - \$5,000 per calendar year

For additional information please contact Tony Benishek, Human Resources Manager, at tbenishek@preservationparks.com