



Ohio Department of Job and Family Services (ODJFS)

BENEFITS OF WORKING FOR THE STATE OF OHIO

The information provided herein merely highlights benefits for State of Ohio employees in general. Eligibility and coverage may vary depending on other factors such as appointment type (e.g., full-time, permanent; part-time, permanent), whether employee is bargaining unit (OCSEA or 1199) or exempt, and years of service.

T Vacation Package

- after 1 year – earn 80 hours (2 weeks)
- 5 to 9 years of service – earn 120 hours (3 weeks)
- 10 to 14 years of service – earn 160 hours (4 weeks)
- 15 to 19 years of service – earn 180 hours (4 ½ weeks)
- 20 to 24 years of service – earn 200 hours (5 weeks)
- 25 or more years of service – earn 240 hours (6 weeks)

T Longevity Pay

- Additional supplement granted after 5 years of recognized service

T Ten (10) Paid Holidays Per Year

- January 1st –1st Monday in September
- 3rd Monday in January –2nd Monday in October
- 3rd Monday in February –November 11th
- commemoration of Memorial Day –4th Thursday in November
- July 4th –December 25th

T Personal Leave Time

- 32 Hours - Exempt & OCSEA personnel
- 40 Hours - 1199 personnel

T Paid Sick Leave

- Exempt & OCSEA personnel -- accrued at 3.1 hours for each 80 hours worked
- 1199 personnel -- accrued at 2.77 hours for each 80 hours worked

T Adoption/Childbirth Leave

- provides opportunity to take up to a maximum of 6 weeks of continuous leave to provide parental care immediately following birth or adoption of a minor child

T Bereavement Leave

- provides 3 consecutive work days of leave with pay at employee's regular rate upon death of a member of employee's immediate family

T Health Insurance

- choice from a variety of medical plans
- employee contributions vary according to plan & type of coverage (e.g., single, family)

- T **Vision Plan**
 - eligible after one year of continuous state service

- T **Dental Plan**
 - eligible after one year of continuous state service

- T **Disability Benefits**
 - eligible after one year of continuous state service

- T **Paid Life Insurance**
 - eligible after one year of continuous state service
 - supplemental coverage available at minimal cost to employee at increments of \$10,000 (maximum coverage available is \$500,000, or 6 times employee's annual salary, whichever is less)
 - supplemental life insurance coverage may be purchased for eligible dependents if employee is enrolled

- T **Deferred Compensation Program Option**
 - amount deferred is deducted before calculation of taxes

- T **Retirement**
 - State employees do not pay into Social Security, but contribute approximately 8.5% of gross wages into the Public Employees Retirement System (PERS) of Ohio
 - The state contributes an additional 13.31% of gross wages to PERS
 - Eligible for Retirement if:
 - *age 60 and possess at least 5 years of service
 - *age 55 and possess at least 25 years of service
 - *any age and possess at least 30 years of service

- T **Dependent Care Spending Account**
 - offered to employees with work-related dependent care expenses
 - allows set aside of up to \$5,000, pre-taxed, to reimburse yourself for dependent care expenses

- T **Child Care Voucher Program**
 - provides cash grants once a year for work-related child care expenses, if eligibility criteria met

- T **EAP**
 - Support & referral service for state employees experiencing personal difficulties which interfere with their job duties & responsibilities.
 - Voluntary & strictly confidential
 - Health insurance plans cover many costs, although there may be a small co-payment

- T **Flex-Time May be Available**
 - where practical & feasible, may include:
 - *variable starting & ending times
 - *compressed work weeks
 - *other flexible hour concepts

- T **Credit Union**

- T **Tuition Assistance**

- T **COTA Discounts**