***CITY OF HILLIARD – FULL-TIME EMPLOYEE BENEFITS***

*Regular full-time employees receive the benefits listed below. Bargaining Unit employee benefits may differ, please consult the individual bargaining agreements for those details.*

**161.31 – HEALTH INSURANCE:**

Employees pay 10% of the insurance premium for major medical, surgical, hospitalization, dental, vision and prescription drug coverage through Anthem Blue Cross Blue Shield.

**EMPLOYEE ASSISTANCE PROGRAM:**

The city provides employees and their families with an Employee Assistance Program through Anthem Blue Cross Blue Shield at no cost to employees or their family. This program is designed to help with work life balance, helping to make life a little easier. Employees can access the program by going to anthemeap.com or by calling 1-800-865-1044.

**161.31(e) – LIFE INSURANCE:**

The city pays 100% of the premium for full-time employee’s life insurance coverage through The Hartford Company.

Full-time non-union employee’s coverage is $75,000.00.

(Full-time union employee’s coverage is $100,000.00.)

**161.33 – CONTRIBUTION TO OHIO PUBLIC EMPLOYEE RETIREMENT SYSTEM (OPERS) & OHIO POLICE & FIRE PENSION FUND (OP&F):**

Full-time employees other than the Division of Police pay 10% and the city pays 14%.

Full-time FOP members pay 12.25% and the City pays 19.55% to the Ohio Police & Fire Pension Fund.

**161.45 – LEGAL HOLIDAYS:**

Full-time employees are paid on the following holidays:

New Year’s Day

Martin Luther King, Jr. Day

President’s Day

Good Friday

Memorial Day

Independence Day

Labor Day

Veteran’s Day

Thanksgiving Day

Friday after Thanksgiving Day

Christmas Day, together with either the day before Christmas or the day after Christmas as determined by the City Manager.

**161.45 (D) – PERSONAL DAY:**

Full-time employees receive 1 personal day per year.

**161.47 – SICK LEAVE ACCRUAL:**

Full-time employees accrue sick leave at the rate of 3.1 hours per pay period for a total of 80 hours per year.

**161.46 – VACATION ACCRUALS:**

Non-Director full-time employees accrue vacation leave at the rates listed below:

1 Year of Service 3.1 hours per pay 80 hours per year

5 Years of Service 4.6 hours per pay 120 hours per year

15 Years of Service 7.7 hours per pay 200 hours per year

**161.32 – SERVICE CREDIT (LONGEVITY PAY):**

Each full-time employee employed with the city for 5 years shall be entitled to a service credit payment of $800.00 plus $90.00 for each year of service over 5 years to a maximum amount of $2,060.00.

**161.36 – TUITION REIMBURSEMENT:**

Full-time employees who have a minimum of twelve (12) months of continuous service shall be eligible for tuition reimbursement up to a maximum, as determined annually in the City’s operating budget, per calendar year and shall be reimbursement of tuition costs only.