



# Summary of Employee Benefits

Information for prospective employees

Note that this is a summary of our benefits and is not all-inclusive. More information can be provided upon request.

## Healthcare Benefits

The City of Findlay provides quality, affordable and competitive medical benefits as a part of the total compensation package. Discounts are provided for those who participate in the annual Wellness program and for non-tobacco users.

Here are sample Medical/Prescription Premium Rates\* for 2022:

TIER	HDHP			
	EE (10%)	EE (Annual)	City (Annual)	Total Annual
SINGLE	37.04	888.96	8,001.60	8,890.56
SINGLE (NON-TOBACCO)	26.46	635.04	5,715.36	6,350.40
EMPLOYEE PLUS	74.08	1,777.92	16,003.20	17,781.12
EMPLOYEE PLUS (NON-TOBACCO)	52.92	1,270.08	11,430.72	12,700.80
FAMILY	100.00	2,400.00	21,604.50	24,004.50
FAMILY (NON-TOBACCO)	71.44	1,714.56	15,431.52	17,146.08

*\*Rates are for employees participating in the High Deductible Health Plan (HDHP) and in the annual Wellness program. Employees contribute 10% to the monthly premium with 90% paid by the City.*

The City also offers optional dental and vision insurance.

## HSA and Flexible Spending accounts

The City of Findlay provides Health Savings Account (HSA) to those participating in the high deductible plan and makes contributions to employee HSA accounts. Flexible spending accounts for certain healthcare expenses and dependent care expenses are also available.

## Ohio Public Employees Retirement System (OPERS)

City employees are enrolled in the Ohio Public Employees Retirement System (OPERS) rather than Social Security for retirement, disability and survivor benefits. Both the City and the employee contribute a portion from the gross earnings each pay period.

- Employee Contribution – 10%
- Employer Contribution – 14%

Similarly, Police & Fire participate in the Ohio Police & Fire Pension Fund.

## Leave Benefits

The City offers various types of leave and time-off including:

- Vacation
- Sick time
- Paid holidays – 12 per year
- Holivac (applicable to those required to work holidays)
- Bereavement
- FMLA

## City Gym

The City owns and operates its own gym for use by employees, spouses and dependent children. The facility contains standard gym equipment, weights and various machines. It is open 24/7.