



# GREATER DAYTON PREMIER MANAGEMENT

## FRINGE BENEFITS

- ❑ **HOLIDAYS**  
Twelve holidays + employee’s birthday.
- ❑ **ANNUAL LEAVE**  
Annual leave starts at 3.1 hours per pay period for new employees and increases depending upon service time.
- ❑ **SICK LEAVE**  
Accrues at 4.61 hours per pay period.
- ❑ **PERSONAL LEAVE**  
Eight (8) hours each fiscal year.
- ❑ **COURT LEAVE**  
GDPM will grant leave with full pay for any time spent on jury duty or appearing before any legally constituted body.
- ❑ **BEREAVEMENT LEAVE**  
If an employee experiences a death within his/her immediate family, a leave of absence with pay may be granted for up to five working days.
- ❑ **HEALTH INSURANCE; PRESCRIPTION INSURANCE; DENTAL INSURANCE; VISION INSURANCE**

<u>Type of Insurance</u>	<u>Carrier</u>	<u>Coverage Type</u>
Health	Medical Mutual	EE, EE+Sp, EE+Child, Family
Dental	Superior Dental	Family or Single
Vision	United Health Care	Family or Single

Bargaining Unit dental and vision coverage provided through AFSCME Care Plan.

GDPM offers three selections for healthcare coverage: High Medical Option; Medium Medical Option and Low Medical Option /Health Savings Account.





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### FRINGE BENEFITS – continued

- ❑ **FLEXIBLE SPENDING ACCOUNTS**  
Allows employee to pay for certain health care and dependent care expenses with tax free dollars.
- ❑ **TERM LIFE INSURANCE**  
Basic term life insurance coverage is provided by GDPM. The amount of the coverage is equal to the employee's annual salary. Voluntary optional term life insurance coverage for employees and family members is available for purchase.
- ❑ **RETIREMENT SYSTEM**  
Employees are required by law to join the Public Employees Retirement System (OPERS). Employees contribute 10% of their gross salary, and GDPM contributes 14%.
- ❑ **DEFERRED COMPENSATION**  
Employees may participate in a tax-sheltered investment program administered by Ohio Deferred Compensation Program.
- ❑ **CREDIT UNION**  
A free Wright Patterson Credit Union membership is available for checking accounts, savings and loans.
- ❑ **DIRECT DEPOSIT**  
Direct payroll deposit is mandatory for all employees. Funds can be deposited in up to three accounts.
- ❑ **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Free confidential counseling service is provided to employees and members of their immediate families through Medical Mutual and Anthem.
- ❑ **TUITION REIMBURSEMENT PROGRAM**  
Employees may apply for tuition assistance for college courses and other job-related certifications.
- ❑ **ALLSTATE**  
Voluntary insurance program with several plans to choose from.