



MID-OHIO REGIONAL PLANNING COMMISSION EMPLOYEE BENEFITS

INTRODUCTION

The Mid-Ohio Regional Planning Commission (MORPC) highly values its employees and takes great pride in offering a generous and competitive benefits package. MORPC participates with the Franklin County group insurance program, and full-time employees are able to take advantage of every insurance benefit. There are additional benefits available specific to MORPC employees. More information regarding these benefits will be provided to you upon being hired. Please feel free to contact MORPC staff with questions at any time.

HEALTH, VISION, DENTAL & PRESCRIPTION DRUG INSURANCE

All of these plans are offered to full-time employees, which they may also decline. These cover hospitalization, major medical, prescription drug coverage, vision, and dental. Both individual and family coverage are established by Franklin County. Employees pay a share of the cost.

FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Accounts (FSA) allow employees to use pre-tax dollars to pay for out-of-pocket medical, prescription drugs, dental, vision and/or dependent or elder care expenses. This is a voluntary program, and employees do not have to be enrolled in the health plan to participate.

LIFE INSURANCE

All full-time, eligible employees receive \$50,000 basic life insurance (without cost) through the Franklin County Group Plan. Supplemental life insurance may also be purchased at competitive rates during the open enrollment period for employee, spouse, and eligible children.

DISABILITY INSURANCE

Employees who work 30+ hours per week are automatically enrolled into a short-term disability plan once they have completed their six-month introductory period. Long-term disability is available for an eligible incident once an employee has exhausted his or her short-term disability benefits.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Employee Assistance Program (EAP) offers confidential support for everyday challenges and is available 24 hours a day and seven days a week. All full-time employees and their household are eligible to participate in the EAP regardless of whether they are covered in the health program. This benefit allows for eight free counseling sessions per presenting problem.

WORKERS' COMPENSATION

Employees are covered under Workers' Compensation through Franklin County in the event that they sustain an injury or contract an occupation disease in the course of, and arising directly from, their employment.

OHIO PUBLIC EMPLOYEES RETIREMENT SYSTEM (OPERS)

MORPC employees participate in the Ohio Public Employees Retirement System (OPERS). This retirement plan is in lieu of Social Security.



DEFERRED COMPENSATION

Employees are eligible to participate in the State of Ohio or County Commissioners Association of Ohio Deferred Compensation programs. This is a tax-exempt savings benefit that serves as a supplemental retirement plan.

COLUMBUS MUNICIPAL EMPLOYEES FEDERAL CREDIT UNION

This credit union offers a saving program, share drafts, and various types of loans to employees.

EMPLOYEE DEVELOPMENT OPPORTUNITIES

MORPC encourages and supports employees' efforts to broaden the skills and knowledge which lead to job enrichment within their position. Full-time employees who have completed their six-month introductory period are eligible for the Tuition Reimbursement/Professional Development Program, which reimburses employees for undergraduate degrees, graduate degrees, and professional certifications. Additionally, MORPC will pay for employees to attend seminars, conferences, training sessions, and other meetings or gatherings that are considered to be a benefit to the agency.

PARKING AND TRANSIT

MORPC coordinates parking spaces for its employees both behind the Kroger and in "M" spaces of the parking lot directly next to MORPC's building. These spaces can be used at any time. Employees who choose to take advantage of the spaces receive a parking tag, and the monthly payment is withheld from the first pay period of the month. Additionally, the C-Pass program is available at zero cost for employees who wish to commute by bus. MORPC also has a shower and bike storage available for those who wish to bike to work.

FLEX TIME AND ALTERNATIVE WORK SCHEDULES

In lieu of overtime pay, MORPC awards employees flex time at a rate of one hour for each hour worked past 40 hours in a week. MORPC's standard working hours are from 8 a.m. to 5 p.m., but a staggered or alternative work schedule may be utilized if approved by the employee's supervisor and department head.

PAID/PERSONAL TIME OFF (PTO)

Employees accrue paid time off each pay period at a rate dependent upon their years of public service to the State of Ohio. PTO allows for flexibility in how time is needed, as determined by the individual employee – whether for vacation, sickness or other time off. MORPC also offers leave for serious illness, maternity/paternity/adoption leave, bereavement leave, jury duty leave, military leave, and special leave relating to unusual or nonrecurring acts nature or emergencies such as home fire, flood, burglary, or other extraordinary situations.

HOLIDAYS

Employees are paid for the following 10 legal holidays observed by MORPC: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day.