

# City of Blue Ash Employee Benefits Guide

## For Full Time Employees

Currently the City of Blue Ash has a High Deductible Health Plan in which the total deductible for single coverage is \$2,500 and the total deductible for family coverage is \$5,000. The plan year runs from November 1 through October 31 of the next year.

Please note that the benefit package, employer's and employee's share of premium payments and insurance carriers are subject to change as the City is required to periodically bid out employee insurance benefits.

### United Health Care

	In Network Member Cost	Out of Network Allowance
Individual Deductible:	\$2,500	\$5,000
Out of Pocket Maximum:	\$3,500	
Family Deductible:	\$5,000	\$10,000
Out of Pocket Maximum:	\$7,000	
Office Visit:	90% after deductible	80% after deductible
Prescriptions:	\$10/\$10/\$85/\$250 after deductible Up to \$2,000 then covered 90%	
MAIL ORDER:	90-day supply \$25/\$100/\$212.50/\$625	



### Vision Services Plan

	In Network Member Cost	Out of Network Allowance
Exam with dilation	\$20 copay	Up to \$35
Materials copay	\$20 copay	
Examinations, Frames & Lenses, or Contacts:	Once every 12 months	

### Dental Care Plus

No Deductible  
 Individual Maximum per year: \$1,500  
 Preventive: 100% (after \$10 co-pay)  
 Basic: 100%  
 Major: 80%  
 Orthodontics: 80% (under age 19)

### Health Savings Account

A Health Savings Account (HSA) or Flexible Spending Account (FSA) is offered. The City may make contributions to the employee's account as a benefit.

### 457 (Deferred Compensation)

ICMA-RC & Ohio Deferred Compensation (managed by Nationwide).

### Life Insurance

Full-time employees will be provided Group Life Insurance for regular life insurance at the employee's base salary with a maximum of \$10,000 coverage.

Along with the regular life, Full-time employees will be provided accidental death and dismemberment coverage at the employee's base annual salary x 2 with a maximum of \$200,000.

### Voluntary Supplemental Benefits

Employees may purchase additional voluntary supplemental benefits such as accident, critical illness and hospitalization and additional life insurance coverage for themselves, spouse, and children.

### Retirement

Ohio Public Employees Retirement System (OPERS) for non-sworn full time employees.  
 Ohio Police & Fire Pension Fund (OP&F) for full time sworn Police Officers and Firefighters.

### Sick Leave

Credit for sick leave is earned at the rate of one and one-fourth (1 1/4) days per calendar month of service.

### Employee Assistance Program (EAP)

CONCERN<sup>®</sup> Services is a benefit designed to help employees and their families maintain a healthy balance in their personal and professional lives.

### Vacation

Full Time employees earn vacation leave as follows:  
 8 hours a month – 12 days a year until you complete 4 years of service  
 10 hours a month – 15 days a year until you complete 8 years of service  
 12 hours a month – 18 days a year until you complete 12 years of service  
 14 hours a month – 21 days a year until you complete 16 years of service  
 16 hours a month – 24 days a year until you complete 20 years of service  
 18 hours a month – 27 days a year thereafter

### Paid Holidays

The city recognizes 10 1/2 paid holidays:  
 New Year's Day  
 Presidents' Day  
 Good Friday (1/2 day)  
 Memorial Day  
 Independence Day  
 Labor Day  
 Veterans' Day  
 Thanksgiving Day  
 Day after Thanksgiving  
 Christmas Eve  
 Christmas Day

### Recreation Benefits

#### Blue Ash Golf Course

Employees on the current payroll at the time the reservation is made receive a 50% discount\* on both greens fees & motorized cart rental.

#### Concessions and Restaurants

30% discount\* on food and bottled drink items from the Café, Sandtrap, Rec Center Pool concessions, and Sports Center concessions.

#### Recreation Center

Employees on the current payroll at the time of application is made shall be provided an individual membership at no charge.

\*Discounts and Fees are subject to change. Please consult the individual department for current discounts/fees.



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Note: Information provided in this document is not a guarantee of benefits and plan documents govern.