

Washington-Centerville Public Library  
Director Benefits

Summary of Benefits for full-time Fully Benefited positions:

- Ohio Public Employees Retirement System (OPERS) – as a public employer, we participate in the OPERS. The library contributes 14% of the employee’s wages and the employee is required to contribute 10%. As a benefit, the Library picks-up your contribution resulting in net 24% contribution from the Library towards OPERS. Very few libraries offer such a perk!
- Ohio Deferred Compensation Program – voluntary plan to save additional funds towards retirement.
- Anthem Medical plan – we are covered under Centerville City Schools for our medical; this enables the library to offer a rich medical plan with associated Health Savings Account (see below). The medical plan is a high deductible health plan. The Library pays 85% of the premiums for single coverage. Single coverage, employee premiums is currently \$44.38/pay. Deductible is \$2,000 single/\$4,000 family.
- Health Savings Account (HSA) – employee owned account. For single coverage, the Library funds 85% of deductible each year beginning 1/1. Deductible is \$2,000 for single. Must successfully complete provisional period (6 months) to receive funding. Funding pro-rated after 1/1.
- Delta Dental of Ohio (dental plan) – Library pays 80% of premiums for single coverage. Currently, single coverage is \$3.60/pay.
- \$15,000 Library paid Life/AD&D coverage after provisional period.
- 1 week of vacation after completion of provisional period, then 2 weeks at anniversary date. Thereafter, 3 weeks at 5 years; 4 weeks at 10 years; 5 weeks at 15 years. Recognize prior public employment within Ohio.
- Sick leave is 15 days/year to max of 480 hours (60 days).
- 7 paid holidays and 3 floating holidays.
- Funeral leave.
- Employee Assistance Program (EAP).
- Voluntary participation in Long Term Disability, Vision Insurance; Term Life, Cancer Insurance, etc.
- Reduced fitness club membership at nearby Club 51