

MENTOR PUBLIC LIBRARY

EMPLOYEE BENEFITS

Every employee is a member of the Ohio Public Employees Retirement System. The Library pays 14% of each employee's gross wage to OPERS.

For each full-time (40 hours per week) employee, the Employer pays 80% of the premium, for either the individual or family plan, as appropriate, which includes medical, hospitalization, dental, vision and prescription coverage. Part-time employees who are regularly scheduled to work 30 hours or more per week, shall have the Employer's portion of the premium paid that is prorated according to the number of hours the employee works per week in comparison to a 40-hour week. If an employee's spouse is eligible to participate, as a current employee, self-employed individual (other than a sole proprietor) in a business or organization (e.g., partner, member), or retiree in group health insurance and/or prescription drug insurance sponsored by his/her employer, business, organization, or any retirement plan, the spouse must enroll for coverage in such employer, business, organization, or any retirement plan sponsored group insurance coverage(s).

The Library provides employees who are scheduled to work at least 30 or more hours on average over a 12 month period the following coverages: a) Basic Group Term Life insurance coverage equal to the employee's base annual salary, and an equal amount of accidental death and dismemberment insurance; b) Short term disability; and, c) long term disability.

The Library provides the Comprehensive Assistance Program or other similar plan for employees fully paid by the library for all employees and their families.