

ONTARIO COUNTY
FULL-TIME EMPLOYEE BENEFITS
General Unit – CSEA
Human Resources 585-396-4405

BENEFIT PLAN

- Health Insurance paid by employer
- Dental Insurance single plan paid by employer, with opportunity to buy up to family plan
- Health Reimbursement Account with certain health plans
- Long Term Disability Insurance paid by employer, with option to increase coverage

Additional Optional Benefits:

- Group Term Life and AD&D Insurance
- Medical and Dependent Care Flexible Spending Accounts
- Accident and Cancer Insurance

If you do not require health insurance you will “Opt Out” and receive a credit of \$55.00 for the first two pay periods of each month, totaling \$1,320 per year . It may be used to purchase benefits other than health insurance or may be taken as additional pay.

ANNUAL LEAVE

After completing one year of work for Ontario County you will earn 15.5 days of annual leave per year that may be used for vacations, personal business and sick days. You may borrow 5 of those days after you have worked for 6 months in your first year. After 5 years your annual leave increases to 20.5 days per year. One additional day is earned at 12, 14, 16, 18, and 20 years, and 5 days after 30 years for a total potential of 30.5 days per year.

HOLIDAY PAY

Receive 10 paid holidays plus two paid floating holidays per year.

NEW YORK STATE AND LOCAL RETIREMENT SYSTEM

As a new member you will contribute 3% of your income pre-tax to the retirement system until you have been a member for 10 years. You will be vested after you have earned 5 service years. That means there would be a pension for you at retirement age based on your number of years worked and your final salary. If you leave before you are vested or before completing 10 years of service you may withdraw your contributions plus interest.

DEFERRED COMPENSATION

You may defer a portion of your earnings each pay period into a 457(k) account for your retirement. Ontario County will match your deferral up to 2% of your gross earnings.

DISABILITY INSURANCE

Receive full pay for up to 3 months and 80% pay for the next 3 months if you are unable to work due to a disability.

ADDITIONAL BENEFITS

- CSEA Membership Benefits
- Direct Deposit
- Employee Assistance Program
- Worker’s Compensation
- Credit Union Memberships
- 75% Tuition Reimbursement up to \$2,400 per year once permanent status is obtained.

Ontario County is an Equal Opportunity Employer