

ONTARIO COUNTY
PART-TIME EMPLOYEE BENEFITS
General Unit - CSEA
Human Resources: 585-396-4405

ANNUAL LEAVE

Each year on the anniversary of your hire date a new allotment of annual leave hours (vacation hours) is earned based on the total number of hours worked since your last anniversary. It is possible to earn as many as 7.75 days of annual leave with less than 5 years of service and 10.25 days with over 5 years of service.

HOLIDAY PAY

You will receive a half-day of Holiday Pay for every holiday. There are 10 holidays in the year. If you work on a holiday, you will be paid time and one half for the hours you work, plus your half-day of holiday pay.

NEW YORK STATE AND LOCAL RETIREMENT SYSTEM

Becoming a member is optional for part-time employees, but mandatory for full-time employees. As a new member you would contribute 3% of your income, pre-tax, to the retirement system until you have been a member for 10 years. There is a term life insurance benefit after one year of membership. Two years of work as a part-time employee earns one year of service credit (one year of service credit for one full-time year of work). You would be vested when you have 5 years of service credit. The pension is based on your years of service credit and your final salary. If you leave before you are vested or before 10 years of service credit 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.

HEALTH AND DENTAL INSURANCE

You have the option to purchase health and/or dental insurance at Ontario County group rates.

ADDITIONAL BENEFITS

- *CSEA Membership Benefits*
- *Direct Deposit*
- *Disability Insurance*
- *Credit Union Memberships*
- *Employee Assistance Program*
- *Worker's Compensation*

Ontario County is an Equal Opportunity Employer