

Benefits Offered to Commission Employees.

According to the 2010 Society for Human Resource Management (SHRM) Report, organizations spend an average of 19 percent of an employee's annual salary on mandatory benefits (unemployment, Workers Compensation, Social Security); 18 percent on voluntary benefits (medical, dental, Rx, vision, flexible spending accounts, survivor benefits); and 11 percent on pay for time not worked benefits (vacation, holidays, personal, bereavement, sick leave). Below are the benefits provided to full-time employees by the Ohio Turnpike Commission:

1. Mandatory Benefits
 - Unemployment Compensation (self-payer)
 - Workers Compensation (self-payer)
 - Ohio Public Employees Retirement System Contribution (10% employee contribution; 14% employer contribution)
 - Medicare Contribution (1.45% for employees hired after 1986)

2. Voluntary Benefits
 - Major Medical/Hospitalization (Plans A and B)
 - Prescription (including Mail Order)
 - Dental (up to \$1,000 per individual)
 - Vision (through *EyeMed*)
 - Life (\$50,000 Basic Life 100% Employer-Paid)
 - Supplemental Insurances (voluntary life and personal insurances)
 - Uniforms and Tool Allowance (Bargaining unit only)

3. Pay for Time Not Worked Benefits
 - Vacation Leave (Based on Years of Service)
 - Sick Leave (4.62 hours per 80 hours of pay)
 - Personal Leave (3 paid days taken against sick leave balance)
 - Paid Holidays (11 paid holidays)
 - Bereavement Leave (up to 5 days taken against sick leave)
 - Sickness & Accident Plan (Short-term disability)
 - Vacation & Sick Leave Conversion Program (up to one year's accrual)

4. Preventive Health and Wellness Benefits
 - Annual onsite seasonal flu vaccinations
 - CPR Training
 - Smoking Cessation Program (through MMO)
 - Fitness Center Membership Subsidy (through MMO/GlobalFit)
 - Weight Watchers Subsidy (through MMO)
 - Wellness Resources and Information (through HR Newsletter, Payroll staffers, Lunch & Learn seminars)

5. Financial and Compensation Benefits

- Direct Deposit
- Voluntary Payroll Deductions
- Compensatory Time (non-bargaining, overtime-exempt positions)
- Free onsite parking
- PDA/Cell Phones/pagers
- Tuition Assistance (up to \$2,000 annually)
- Professional Memberships (i.e., CPA, PHR, CLE)
- Certification/Recertification Fees

6. Flexible Working Benefits

- Flex-Time
- Casual Dress
- Flexible Break Arrangements