

## Library Director Benefits List--2023

**Sick Leave:** Credited 120 hours at the beginning of the pay year (prorated for 2023 based on new Director start date). Full-time staff may accumulate up to 1440 hours of sick leave. Sick leave does not accrue while it is being used. New Director will be credited with any unused accumulated sick leave from the previous library employer upon receipt of written confirmation of hours remaining.

**Vacation:** Credited with 160 hours at the beginning of the pay year (prorated for 2023 based on new Director start date). Vacation leave accrual past 160 hours begins with 16 years of service. Previous service years with Ohio public employers will be credited for the purpose of calculating vacation accrual. Full-time staff may accumulate up to 220 hours of vacation leave. Director may carry over up to an additional 40 hours of vacation leave from one year to the next, i.e. a possible total of 240 hours at the beginning of the pay year. .

**Paid Personal Leave:** Sixteen hours of paid personal leave is credited at the beginning of the pay year (prorated for 2023 based on new Director start date). Personal leave benefits do not carry over from year to year.

**Holidays:** Full-time employees are granted eight hours of paid time off for nine scheduled holidays. Two floating holidays, each of eight hours paid time off, are also granted each year.

**Health Insurance:** The library is a member of the Stark County Council of Governments (SCOG) insurance group. The library subsidizes the cost of the employee's health insurance at the rate of \$619.00 a month toward the current single coverage premium of \$885.72, and \$1,304.00 a month toward the current family coverage premium of \$2,151.62. Premium rates increase year to year, and the premium year runs from July 1 to June 30; the library subsidy is adjusted occasionally, but not annually. Insurance costs above the subsidized amount are the responsibility of the employee and are withheld in the first two pay periods of the month. SCOG may grant one or more premium holiday months each insurance year; during a premium holiday month, the employee pays nothing toward the cost of the premium. Dental and vision insurance is also available through the insurance group; the cost of those policies is entirely the responsibility of the employee. Except under certain defined conditions, a library employee's working spouse who can obtain health insurance through his or her work may not have primary health coverage through the library. An full-time employee may choose to forgo the library-offered health insurance. In that case, in lieu of the library's contribution toward the cost of the monthly premium, the employee may choose to receive a monthly cash-out payment; this payment is currently \$300 a month and is paid in the first pay period of each month.

**Professional Organizations:** the library pays the Directors annual membership dues to the Ohio Library Council and pays \$100.00 toward annual membership dues to the American Library Association and allied organizations.

**Retirement Contribution:** By law, all library employees contribute 10% of their pre-tax wage to the Ohio Public Employee Retirement System (OPERS). The library public library also contributes an amount equivalent to 14% of the employee's pre-tax wage to OPERS.