

**CMH REGIONAL HEALTH SYSTEM
SUMMARY OF BENEFITS
FOR
POOL STATUS EMPLOYEES**

Effective Jan 1, 2010

Ohio Public Employee's Retirement System (PERS): The hospital contributes an amount equal to 14.00% of your wages. You contribute 10.00% of your wages on a pre-tax basis. Social Security is not withheld from your pay (Medicare is withheld). This program is mandatory for all employees. If you leave public service, you may leave your contributions on deposit for a later retirement benefit or you may receive a refund of your contributions.

There are three retirement plans to choose from:

Traditional Pension Plan

Member-Directed Plan

Combined Plan

Please refer to the OPERS website at www.opers.org for more information.

*Please note OPERS is a benefit we receive because the hospital is currently county-owned. The hospital will be purchased during 2010. Once purchased, we will no longer be a county-owned entity, and will therefore, no longer receive the OPERS retirement system benefits. The retirement benefits received would then be in accordance with the retirement benefits offered by the new owner and would remain competitive in the marketplace. Employees hired prior to transition would likely have the opportunity to retain OPERS benefit by continuing deduction on an after-tax basis with new owner.

Shift Differential: A shift differential is paid at the rate of 12% of your base rate for time worked between the hours of 3 p.m. and 8 a.m., provided that you work at least four consecutive hours during that time.

Call Time: Call time is paid at the rate of \$2.00 per hour for weekday on-call time and \$2.25 per hour for weekend on-call time. Weekend on-call time begins at 7 p.m. Friday and ends at 8 a.m. on Monday.

Direct Deposit: Your pay will be deposited into your savings, checking or other account of your choice. In fact, you may distribute your pay among up to six separate accounts at any combination of financial institutions. You receive a pay voucher itemizing your gross and net pay and all deductions.

Meal Discounts: You will receive a 20% discount on your cafeteria meals.

Banking Services Benefits: Some area banks offer special rates and fees to CMH employees. Detail is available in HR.

Worker's Compensation/Unemployment Compensation: The hospital is self insured under the Ohio Bureau of Worker's Compensation covering job-related accidents and illnesses. Unemployment compensation covers you if you become unemployed through no fault of your own.

Employee Functions: Employees enjoy the annual service awards banquet and the employee summer picnic.

This summary is provided only as an overview. Complete details are available in Human Resources. This summary is not a contract, express or implied, and does not constitute an offer of employment. If this summary inadvertently omits or says anything that disagrees with the benefit contract, policies or practices, the hospital reserves the right to decide which is appropriate and fair to follow. The hospital may change, eliminate, or add benefits at any time.