



**METROPARKS
TOLEDO**

WHY WORK AT METROPARKS TOLEDO

Working at Metroparks Toledo allows you to be part of something bigger. You will be part of one of the best park systems in America – promoting clean, safe, natural spaces for public enjoyment, all while pursuing a career you love and developing additional skills.

At Metroparks Toledo you will be accepted, connected and respected at work.

PAY

Metroparks Toledo pays higher than most other Ohio park systems, and you'll have regular opportunities for pay increases. You'll be paid every other Friday via direct deposit.

As a Bargaining Unit Employee, you'll progress through your pay range with a combination of annual step increases and annual cost-of-living increases. You'll also be eligible for overtime pay.

- Your starting rate is based on job classification
- You'll receive a step increase each March for up to 7 years. At the end of 7 years, you'll be at the maximum.
- In addition, you'll earn an annual cost-of-living increase.

RETIREMENT BENEFITS

All Metroparks Toledo employees participate in the Ohio Public Employer Retirement System (OPERS) that provide for both retirement & retiree health care. Participation begins immediately, and you are always 100% vested in your own contributions.

- 10% automatic employee contribution
- 14% automatic employer contribution
- Traditional pension or member directed plans available

You can also choose to save even more for retirement in a 457(b) Deferred Compensation Plan.



TIME OFF WORK

Metroparks Toledo employees enjoy a generous time off package. Eligibility begins immediately.

Holidays:

11 days

Vacation:

Earn 2 weeks (80 hours) your first year and earn more every year.

Personal Time:

Up to 3 days (24 hours) per year.

Sick Time:

Earn as you go, up to 3 weeks (119 hours) every year. Bring any OPERS accrued sick time with you.

Staff Volunteer Program:

3 days (24 hours) per year to volunteer at non-profits that matter to you.

HEALTH BENEFITS

Metroparks Toledo offers a rich health care package in partnership with Lucas County Board of Commissioners. Full-time and Part-time employees are eligible after 30 days of employment and can enroll spouses and eligible dependents. Metroparks Toledo provides \$40,000 in life insurance at no cost.

Employees can purchase Medical & Prescription Drug, Dental, Vision, Supplemental Life Insurance, Flexible Spending Accounts, Short-Term Disability, Long-Term Disability, Legal plan, Pet Insurance, and more!

Medical Plans provided through Anthem BlueCross BlueShield

In-Network Coverage	Non Deductible Plan	Deductible Plan
Deductible	None	\$250 Individual \$500 Family
Coinsurance	Plan pays 80% You pay 20%	After reaching your deductible, Plan pays 80% You pay 20%
Out of Pocket Maximums	\$2,000 Individual \$4,000 Family	\$3,000 Individual \$6,000 Family
Commonly Used Services		
Preventative Care	Plan pays 100%	
Primary Physician Office Visit	You pay \$10 copay	
Mental Health Office Visit	You pay \$10 copay	
Specialist Office Visit	You pay \$15 copay	
Urgent Care Visit	You pay \$15 copay	
Chiropractor Office Visit	You pay \$20 copay	
Emergency Room Visit	You pay \$200 copay, waived if admitted	

DEVELOPMENT

Metroparks Toledo has a strong culture of learning and development. Grow your career with:

- Regular 1:1's with your supervisor to provide feedback
- On the Job Training for Skill Development
- Job Specific Certifications
- Temporary and special assignments
- Tuition Reimbursement program

GET INVOLVED

Metroparks Toledo provides multiple ways to get involved beyond your day-to-day responsibilities. Join a team that matches your passion.

Green Team: focus on increasing sustainability across Metroparks

Safety Team: focus on ensuring the safety of our staff and visitors

LEAF: focus on engaging staff across the Metroparks