



**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 Management Employee, you'll be paid a competitive salary based on salary grade. You'll progress through your salary grade with annual cost-of-living increases.

## 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. Any prior OPERS employment service time applies.

**Personal Time:**  
Up to 3 days (24 hours) per year.

**Sick Time:**  
Earn as you go, up to 3 weeks (119 hours) every year.

**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
- Leadership Development training
- 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