



OhioMHAS

Psychiatrist/Physician Benefits

Promoting Wellness and Recovery

2020

Psychiatrists and physicians at the Ohio Department of Mental Health and Addiction Services are professionals working together to ensure caring and humane treatment for Ohioans with mental health disorders. We are continuously recruiting career-oriented individuals with the skills, commitment and desire to make a difference. If you are one of those people, we invite you to explore opportunities with OhioMHAS.

OhioMHAS is an equal employment opportunity employer.

Starting Salary: Competitive with generous supplements.

Standard Work Hours: 8 a.m.–4:30 p.m. (Additional medical officer on-duty hours are available on a voluntary basis at the total current salary rate).

Physician Loan Repayment Program: OhioMHAS offers an educational loan repayment of up to \$30,000/year which is renewable each year.

Leave:

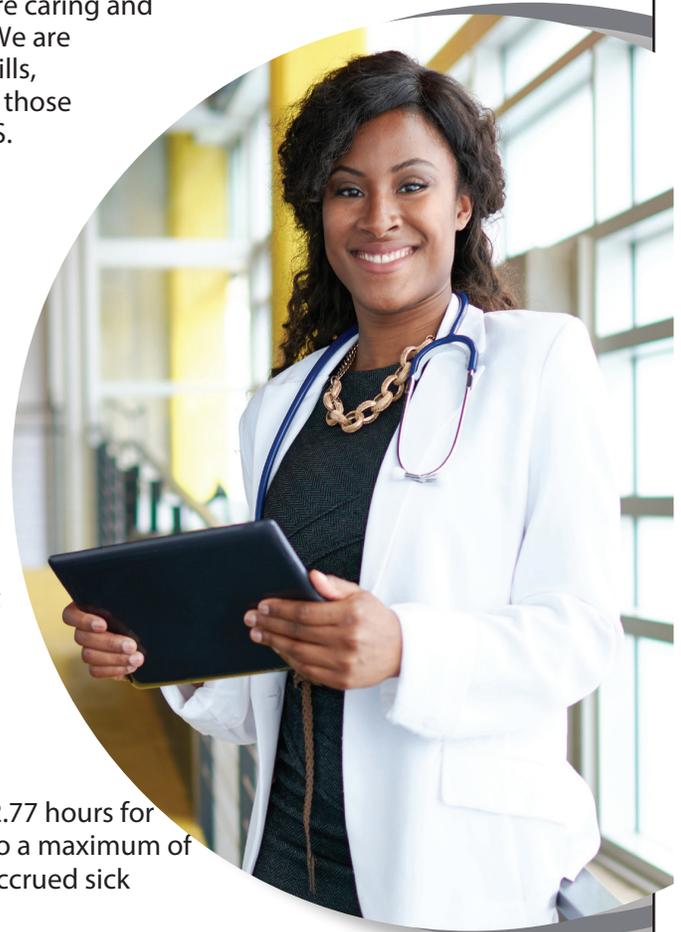
Vacation: Newly hired full-time psychiatrists and physicians may be advanced 160 hours of vacation upon employment. At the end of one year of service, physicians will accrue four weeks of annual vacation until they reach nine (9) years of service. Thereafter, accrual will be in accordance with the bargaining unit agreement.

Sick Leave: Full-time employees accrue sick leave at a rate of 2.77 hours for each 80 hours in active pay status, excluding overtime hours, to a maximum of 72 hours per year. Each year employees may convert unused accrued sick leave to cash.

Personal Leave: Full-time employees shall be entitled to five days of personal leave each year. Any personal leave not used at the end of each year may be carried forward or paid out at 100 percent at the employee's option. Maximum accrual of personal leave is sixty (60) hours.

Other Types of Leave:

- Adoption/Childbirth Leave
- Bereavement Leave
- Civic Duty/Jury Duty
- Disability Leave
- Family and Medical Leave
- Military Leave
- Workers' Compensation/Salary Continuation/Occupational Injury Leave



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Holidays: Employees have ten paid holidays per year.

Retirement: The state of Ohio and the employee contribute to the retirement fund, which is administered by the Ohio Public Employees Retirement System (OPERS). Should the employee leave state service before retirement age, the employee's share of the benefit is refundable.

Benefits:

Health Insurance: Each employee has the opportunity to enroll in health insurance during the first month of employment. Eligible Psychiatrists may choose to decline health insurance, in which case the equivalent agency contribution may be converted to a monthly lump sum payment.

Dental/Vision Insurance: After completion of one year of continuous service, employees may enroll in a dental and vision plan at no charge to the employee.

Group Life Insurance: After completion of one year of continuous service, the state of Ohio provides basic life insurance coverage equal to the employee's annual salary at no charge to the employee.

Supplemental Life Insurance: This insurance is available upon hire for the employee, spouse and dependents. Employees must enroll within 90 days of employment or during the annual "Open Enrollment" period.

Flexible Spending Accounts:

The **dependent care spending account** is a tax-favored account that provides the opportunity for eligible employees to defer up to a maximum of \$5,000 on a pre-tax basis into an account to pay for eligible child care, dependent care and eldercare expenses.

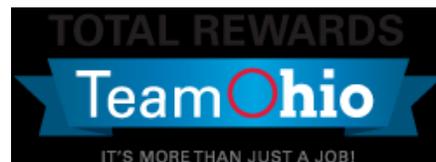
The **health care spending account** is a tax-favored account that provides the opportunity for eligible employees to defer up to a maximum of \$2,500 on a pre-tax basis into an account to pay for eligible expenses not paid by their health plan, vision or dental plans.

Continuing Education Opportunities: OhioMHAS offers continuing education activities including attendance at professional conferences, seminars and workshops, and enrollment in educational programs to maintain licensure and certification and to obtain continuing education units. Subject to the limitations of the SEIU/District 1199 Employee Development Fund, each employee has an individual limit of \$3,500 in any one fiscal year that may be used for tuition reimbursement, seminars, workshops or conferences.

Medical School/University Affiliation: All Ohio Department of Mental Health and Addiction Services regional psychiatric hospitals are located near Ohio medical schools and other colleges and universities, providing a broad range of learning and teaching opportunities. Psychiatrists who participate in resident supervision are eligible for an additional teaching supplement from OhioMHAS.

Affiliated Medical Schools:

- Case Western Reserve University School of Medicine
- Northeast Ohio Medical University (NEOMED)
- Ohio State University College of Medicine
- Ohio University Heritage College of Osteopathic Medicine
- University of Cincinnati College of Medicine
- University of Toledo College of Medicine
- Wright State University Boonshoft School of Medicine



For more information about the benefits for state of Ohio employees, visit:

<http://das.ohio.gov/forStateEmployees/TotalRewards.aspx>