



OHAP BULLETIN



2-11-2025

Job bids

The following jobs will be posted from Tuesday 2/11/2025 at 9:00 AM until Friday 2/14/2025 at 9:00 AM

OH-4576	General Utility	1 Req.	\$36.645	2nd	Body
OH-4577	General Utility	2 Req.	\$36.645	2nd	Paint
OH-4578	General Utility	1 Req.	\$36.645	3rd	MP&L
OH-4579	End of Line Repair	1 Req.	\$38.770	2nd	Garage

Profit Sharing

Profit Sharing will be paid out March 13, 2025. The Profit-Sharing payment will utilize **your latest bonus election** on **myfordbenefits.com**. If you have not changed your contribution amount or decision since receiving the last bonus, it will remain the same choice that happened last year. For example, if you put a certain \$ amount in your TESPHE last year, and you don't make any changes this year, that exact same amount will go into your TESPHE this time.

The deadline to update your bonus election is **February 28, 2025 at 4:00 pm**. As a reminder, you are still responsible for the deduction listed below.

Deduction Type Summary:

	TESPHE *** Pre-Tax	TESPHE Roth	FIA	CASH
Federal Income Taxes	No	Yes	Yes	Yes
Social Security & Medicare Taxes	Yes	Yes	Yes	Yes
State and Local Taxes	*	*	Yes	Yes
Child Support Arrearage	**	**	Yes	Yes
Federal and/or State Levies	**	**	Yes	Yes
Bankruptcy	**	**	Yes	Yes
Garnishment Wage Order	**	**	Yes	Yes
Union Dues	Yes	Yes	Yes	Yes

- * Varies per state and local governances. Contact your local and state tax authorities for guidance.
- ** If the employee is subject to child support arrearages or income withholding orders, a TESPHE election will be cancelled.
- *** Deductions in this column will be taken from subsequent checks if you elect to contribute 100% of your Profit Sharing payment to the TESPHE and this contribution is processed.

Contributions to TESPHE for 100% of the Profit-Sharing payment will be subject to applicable Social Security taxes **which will be deducted from the next regular paycheck**. Your reps have Profit-Sharing information packets available if you need a copy.