

WAYNE COUNTY CHILDREN SERVICES

2534 Burbank Road
Wooster, OH 44691
Phone: 330/345-5340

FULL-TIME BENEFITS PACKAGE

Salary

Competitive wages based on three-year labor contract for bargaining unit employees and management pay scale for exempt and management employees.

On-Call Pay

Caseworkers and direct service supervisors carry on-call cell phones on a posted rotation basis. As of 03/01/09, compensation for this extra duty is \$35 per weekday, \$42 per week-end day, and \$57 per holiday.

Mileage

The Board pays the same as the current published IRS mileage rate. As of 01/01/10, this was fifty cents per mile, plus parking fees, tolls, etc.

Work Hours

We provide employees with flexible start/end times for their work day. Flex hours are from 7 a.m. to 6 p.m., with "core" hours being from 8 a.m. to 4:30 p.m., Monday through Friday. Flexible start/end times are available through mutual agreement between employee and supervisor. Employees may choose an hour or a half hour unpaid lunch, depending on the unit workload for even greater flexibility. Employees may work four ten hour days in a week with stipulations.

Health Insurance

There are two comprehensive medical and dental insurance packages available for all full-time permanent employees. The employer pays 80% of the medical, dental, optical, and prescription card., and 100% of the life insurance premiums. The employee pays 20%. The cost varies from plan to plan. For further information on health insurance, please see the HR Administrator.

Professional Liability Insurance

Provided by the Agency at no cost to the employee, subject to cost and availability. Current cost to the Agency is \$71,482.

Ohio Public Employee's Retirement System

For 2010, the employee contributes 10% of gross pay to OPERS, and 1.45% of gross pay to the Medicare tax.
For 2010, the employer contributes 14% of employee's gross pay to PERS.

Deferred Compensation

The employee may participate in one of two public employees' deferred compensation programs.

Credit Union

The employee may choose to enjoy the benefits of membership in the Directions Credit Union (formerly Empire Credit Union). The credit union is located on Eagle Pass Drive in Wooster, with branches in Richland Co.

Vacation

The Agency offers:

- 2 weeks paid vacation after one year
- 3 weeks paid vacation after seven years
- 4 weeks paid vacation after thirteen years
- 5 weeks paid vacation after twenty years

Per Article 27, Section 3 of the labor contract, newly hired employees may "borrow" one week of vacation at six months. Borrowed vacation time must be refunded back to the Agency if employment ceases for any reason prior to the employee's one year anniversary date.

Vacation service credit earned in other state/local government agencies in Ohio may transfer for determination of accrual rate.

Compensatory Time

In general, employees do not work over 40 hours in a single work week. Flexible scheduling is utilized in order to cover Agency services within regularly scheduled hours. Emergency hours earned over and above the 40 hour work week will be compensated at time and a half or may be banked. A maximum of 40 hours may be banked. Any hours over the 40 hour maximum will be paid at one hour and one-half times the employee's established hourly rate. Management and exempt employees may earn compensatory time at hour per hour rate, to a maximum amount determined by the Director.

Workers' Compensation

Provided by the Agency to the employee at no cost.

Sick Leave

Employees accumulate 4.6 hours of sick leave per pay period, with no limit on bank. Sick leave balance from other Ohio public employers may be transferred to this Agency.

Holidays

The Agency recognizes ten paid holidays a year. In addition, full-time, non-probationary employees are given 16 hours of personal time per year. During the week of Thanksgiving, employees work 10 hours on Monday, Tuesday, and Wednesday, are given 10 hours of holiday credit on Thursday, then enjoy Friday off as a "free day", since they've already "worked" their forty hours.

Training

Provided by the Agency at no cost to employees.

Life Insurance

The Agency provides each employee with \$20,000 of term life insurance, at no cost to the employee, even if the employee chooses not to use the Agency's health insurance plan.

YMCA Membership

A 10% county employee discount membership to the Wayne Co. YMCA is available upon request from the County Recorder.

Direct Deposit

Direct deposit of one's paycheck is mandatory for all employees hired after 01/01/08.

Employee Assistance Program

Currently, we have one Employee Assistance Program (EAP) available. It is a counseling service and may be accessed for 6 one hour sessions per calendar year with a contracted psychologist and/or counselor. Use of this benefit is private and discreet.

Cell Phone Reimbursement

Certain positions are required to carry a cell phone for agency use. The agency pays those employees a stipend of \$25 per month to help in covering the cost of the cell phone.