

WAYNE CO. CHILDREN SERVICES
2534 Burbank Road
Wooster, OH 44691
Phone: 330/345-5340

PART-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.

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

Sunday through Saturday, hours as scheduled.

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.

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 Retirement System

The employee contributes 10.0% of gross pay to OPERS, and 1.45% of gross pay to the Medicare tax. The employer contributes 14.0% of gross pay to OPERS.

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

This is accrued for part-time personnel on a pro-rata basis, based on the number of hours worked during a two-week pay period.

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

Workers' Compensation

Provided by the Agency to the employee at no cost.

Sick Leave

Bargaining unit employees accumulate 4.6 hours of sick leave per pay period, with no limit on their bank, and is figured on a pro-rata basis for part-time personnel. Balance from other Ohio public employers may be transferred to this Agency.

As with vacation, part-time employees accrue sick leave on a pro-rata basis, based on the number of hours worked during a two-week pay period.

The sick leave policy as contained in the bargaining agreement pertains to all part-time employees.

Holidays

The Agency recognizes ten paid holidays a year. See the labor contract (bargaining unit employees) or the personnel manual (management employees) for an explanation of how part-time personnel are paid for holidays.

Personal Day

After completing probation, a part-time employee is given eight hours of personal time. Personal time must be scheduled in advance with their supervisor; personal time cannot be carried over from one contract year to the next.

Training

Provided by the Agency at no cost to employee; training arranged by the supervisor as needed.

YMCA Membership

Discounted Y memberships of all types are available to County employees. Applications may be obtained from the Recorder's office.

Direct Deposit

Direct deposit of paychecks is required 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 contract psychologist and/or counselor. Use of this benefit is private and discreet.

Cell Phone Reimbursement

For employees required to carry a cell phone, there are two options available. They may receive an agency-owned cell phone at no charge to them that is to be used strictly for business calls only, no personal calls. Or they can use their personal cell phone for both personal and business calls and receive a \$25 reimbursement stipend each month.

Car Insurance Stipend

For Case Aides only: since they use their cars a great deal to carry out the duties of their jobs, the agency gives them a quarterly stipend of \$65 to help with increased car insurance costs.