

BENEFIT PACKAGES FOR WAYNE COUNTY CHILDREN SERVICES EMPLOYEES

BENEFIT	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
Salary	Competitive wages based on a labor contract for bargaining unit employees. Management pay scale for exempt and management employees.	Competitive wages based on a labor contract for bargaining unit employees. Management pay scale for exempt and management employees.
On-Call Pay	Caseworkers and direct service supervisors carry on-call cell phones on a scheduled rotating basis. Current on-call compensation is \$38 per weekday, \$45 per weekend day, and \$60 per holiday.	Caseworkers and direct service supervisors carry on-call cell phones on a scheduled rotating basis. Current on-call compensation is \$38 per weekday, \$45 per weekend day, and \$60 per holiday.
Mileage	WCCSB has a fleet of cars for staff to use for work related transportation. On occasions when a car is not available, employees are reimbursed at the current IRS rate for mileage.	WCCSB has a fleet of cars for staff to use for work related transportation. On occasions when a car is not available, employees are reimbursed at the current IRS rate for mileage.
Work Hours	We provide full-time employees with flexible start/end times for their work day 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 half hour unpaid lunch. Employees may work four ten-hour days in a week with stipulations.	Sunday through Saturday, hours as scheduled. No part-time employee shall work more than 29.75 hours per week.
Health Insurance	Two comprehensive medical/dental packages are available for full-time regular employees. The employer pays 80% of the medical, dental, optical, and prescription care, and the employee pays 20% of the premium. Costs vary based on the plan chosen.	Not available.
Life Insurance	\$20,000 of term life at no cost to the employee	Not available.
Employee Assistance Program (EAP)	The County contracts with ComPsych for EAP services. Counseling Services may be accessed for six one-hour sessions per calendar year at no cost to the employee. Use of this benefit is private and discreet.	The County contracts with ComPsych for EAP services. Counseling Services may be accessed for six one-hour sessions per calendar year at no cost to the employee. Use of this benefit is private and discreet.
Vacation	2 weeks paid after 1 year 3 weeks paid after 7 years 4 weeks paid after 13 years 5 weeks paid after 20 years -Per Article 28, Section 3 of the Labor Contract, "Full-time employees shall be entitled to "borrow" forty (40) hours of vacation leave from their accrual after six (6) months of employment, provided they have received satisfactory midpoint or end of probation evaluations. 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.	2 weeks paid after 1 year 3 weeks paid after 7 years 4 weeks paid after 13 years 5 weeks paid after 20 years -Accrued on a pro-rated 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.
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.	Employees accumulate 4.6 hours of sick leave per pay period, with no limit on bank. Sick leave is figured on a pro-rated basis for part-time employees. Sick leave balance from other Ohio public employers may be transferred to this Agency.

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 time over the 40-hour maximum will be paid at one 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 Executive Director.	Not available.
Personal Time	Sixteen hours of personal time is available after the employee receives a successful mid-point evaluation.	Eight hours of personal time is available after the employee receives a successful mid-point evaluation.
Holidays	The Agency recognizes 11 paid holidays per year.	The Agency recognizes 11 paid holidays per year. Part-time employees receive four hours of holiday pay for each of the 11 recognized holidays.
Ohio Public Employees Retirement System (OPERS)	The employee contributes 10% of gross pay to OPERS, and 1.45% of gross pay to the Medicare tax. The employer contributes 14% of employee's gross pay to OPERS.	The employee contributes 10% of gross pay to OPERS, and 1.45% of gross pay to the Medicare tax. The employer contributes 14% of employee's gross pay to OPERS.
Deferred Compensation	Employee may participate in one of two public employees' deferred compensation programs.	Employee may participate in one of two public employees' deferred compensation programs.
Credit Union	Employee may choose to enjoy the benefits of membership in the Directions Credit Union.	Employee may choose to enjoy the benefits of membership in the Directions Credit Union.
Worker's Compensation	Provided by Agency at no cost to the employee.	Provided by Agency at no cost to the employee.
Training	Provided by Agency at no cost to the employee.	Provided by Agency at no cost to the employee.
Cell Phone Reimbursement	For employees required to carry a cell phone, there are two options available. The employee may use an Agency owned cell phone for business calls, or they can use their personal cell phone and receive a monthly \$30 stipend.	For employees required to carry a cell phone, there are two options available. The employee may use an Agency owned cell phone for business calls, or they can use their personal cell phone and receive a monthly \$30 stipend.
Car Insurance Stipend	For Visitation Specialists Only: The Agency provides a \$65 quarterly stipend to help with increased auto insurance costs.	For Visitation Specialists Only: The Agency provides a \$65 quarterly stipend to help with increased auto insurance costs.
Direct Deposit	Direct deposit is mandatory for all employees hired after 1/1/08.	Direct deposit is mandatory for all employees hired after 1/1/08.
Health Point	Discounted memberships are available to County employees.	Discounted memberships are available to County employees.