

# LCBDD Employee Benefits for Union Employees:



- **Health Care Coverage and Prescription Drug Coverage** with Medical Mutual of Ohio - Option of High Deductible or PPO Medical Plan
- **Dental Coverage and Optional Vision Insurance** with Guardian. Option of HMO or PPO Dental Plan
- **Waivers** – Option to earn Waivers if you do not need coverage (\$200 - Medical / \$20 - Dental)
- **Optional Health Savings Account** with Optum Bank when enrolled in High Deductible Medical Plan
- **YES Incentives** – If you are covered under our Insurance you will be eligible for a \$100 Annual Physical Incentive and a \$50 Non-Nicotine Incentive annually.
- **Term Life Insurance Plan** - Agency Paid \$30,000
- **Ohio Public Employees Retirement System (OPERS)** or State Teacher’s Retirement System of Ohio (STRS) for Instructors
- **Paid Time Off:**
  - **Vacation** - earned from date of hire and awarded upon completion of 1 year from date of hire (2 weeks for 1-3 years of service; 3 weeks for 4-13 years of service; 4 weeks for 14-23 years of service; 5 weeks for 24 or more years of service)
  - **Personal Time** (4 Days / Year) and **Emergency Personal Time** (4 Hours / Year) – Based on hours worked and hire date. Pro-rated for part time employees
  - **Sick Time** (4.6 hours / 80 hours worked)
- **16 Holidays** per Calendar Year
- **Deferred Compensation Program** – Optional at State or Local Level
- **Tuition Reimbursement** - \$600 per contract year
- **EASE Program** – Access to Employee Assistance Program
- **Access to Special Olympics Training Center Workout Room** – Located at Broadmoor School



**Lake County Board of Developmental Disabilities/Deepwood**

EMPOWER individuals with developmental disabilities to ENGAGE in activities that  
ENRICH their lives and contribute to their community.

[www.lakebdd.org](http://www.lakebdd.org)