

# LCBDD Employee Benefits for Management/Exempt 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 2½ times annual salary (maximum of \$250,000)
- **Short Term Disability:** Payment for up to 6 months at 60% of annual salary to maximum of \$1,000 per week (eligible after 1 year of service and 29 day waiting period)
- **Ohio Public Employees Retirement System (OPERS):** 2% of Employee contribution pickup by Agency.
- **Paid Time Off:**
  - **Vacation** (2 weeks for less than 3 years of service; 3 weeks for 3 or more years of service; 4 weeks for 6 or more years of service; 5 weeks for 20 or more years of service)
  - **Personal Time** (4 days / year) and **Emergency Personal Time** (4 hours / year) based on contract and/or scheduled hours worked. Part Time employees will be pro-rated based on number of hours worked. SSA Exempt will be pro-rated based on hire date.
  - **Sick Time** (4.6 hours / 80 hours worked)
- **16 Holidays** per calendar year
- **Deferred Compensation Program:** Optional at State or Local Level
- **Tuition Reimbursement:** \$1,500 per contract year
- **EASE Program:** Access to Employee Assistance Program
- **Access to Special Olympics Training Center** 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)