

LCBDD Benefits

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 Lincoln Financial Group
- **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) through Lincoln Financial Group
- **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 (EAP)
- **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.



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