

LCBDD Benefits

Union Employees

- **Health Care Coverage and Prescription Drug Coverage** with Medical Mutual of Ohio - Option of HSA 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 \$30,000 through Lincoln Financial Group
- **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 scheduled hours worked and 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:** \$1,000 per contract year
- **EASE Program:** Access to Employee Assistance Program (EAP)
- **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.



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