

Stark County Board of Developmental Disabilities

Policy 4.46 Employee Benefits	Effective: 3/23/21
Chapter 4: Human Resources	Page 1 of 1

EMPLOYEE BENEFITS

POLICY

The Board provides a comprehensive benefit plan consisting of direct benefits in the form of non-wage compensation to eligible employees in addition to their normal wages or salaries. The Board believes that the ability to provide employees with a competitive benefit program is essential in order to recruit and retain a highly qualified staff.

The types of benefits provided include group insurance (health, dental, and life). The Board shares in the premium cost of the plans, or provides the benefit in its entirety. Retirement benefits, tuition reimbursement, sick leave, holiday pay, and vacation are also other important programs eligible employees receive.

Employees are also provided with the opportunity to enroll in a voluntary benefit program with the convenience of premium withholding via payroll deduction.

Full-time employees are eligible for all benefits; represented employees' eligibility is detailed in each collective bargaining agreement. Non-represented Part-time or Casual employees are not eligible upon hire for group insurance plans, but may enroll in the voluntary benefit program. Enrollment periods as specified by the insurance carriers and federal law are discussed with employees at the time of hire or promotion with literature provided regarding changes in family status. Maintenance of benefits is subject to being in an active, paid, or family medical leave status. The requirements of the Affordable Care Act will be followed for eligibility assessment as provisions are enacted. Any employee deemed as eligible as a result of the Act will be notified of their eligibility during the Board's annual open enrollment period.

Historical Resolution Information		Reviewer(s): Director of Human Resources
Date	Resolution Number	
8/23/14	8-51-14	
12/19/17	12-50-17	
2/23/21	02-10-21	