

At Franklin County Children Services, we value every member of Team FCCS - no matter the role or title - as a valued child welfare professional who is answering a call to help keep children safer, make families stronger for longer, and build a more resilient Franklin County community for all.

Franklin County Children Services Employee Benefits

Visit the [Franklin County Be Well website](https://bewell.franklincountyohio.gov/ThriveOn-Programs) for more benefits info
at <https://bewell.franklincountyohio.gov/ThriveOn-Programs>

NEW EMPLOYEE HIRING BONUS:

\$1,000 Bonus upon all pre-employment screenings cleared.

PLUS \$500 Retention Bonus after completing 1-Year of agency service

ALSO AVAILABLE TO TEAM FCCS:

ThriveOn Wellness Program: Staff who participate in no-cost wellness activities may be eligible to receive an incented deductible

Life Insurance: \$50,000 coverage provided for full-time employees at no cost; employees can purchase up to \$500,000 coverage; up to \$150,000 for a spouse; up to \$10,000 for child

No-Cost Legal Services: For employee, spouse, and family members under age 18 for various uses such as wills, closing on house, adoption, traffic violations, etc.

Tuition Reimbursement, Fee Waivers, In-House MSW Program: Eligible after you pass your initial probationary period

Access to Mentoring and Leadership Programs: Training, on-the-job supports, and employee engagement provided to all staff, along with growth opportunities.

Mental Health and Wellness Services: Confidential support for everyday challenges, available 24 hours/day to entire of household

Short-Term Disability: Eligible to all full-time staff effective one year after employment and after a six-week waiting period, the employee will receive two-thirds of current gross salary or up to a weekly maximum of \$500.

New for 2025:

Voluntary **Pet Life Insurance** through MetLife.

Free access to **Calm** app and **Talkspace**

INDUSTRY LEADING INSURANCE BENEFITS:

- Medical Insurance (United HealthCare)
- Prescription Drug Insurance (OptumRx)
- Behavioral Health & Employee Wellness Services
- Dental & Vision Care Insurance (Aetna & VSP)
- Basic Group Term Life Insurance
- Optional Supplemental Life Insurance
- Optional Short- & Long-Term Disability Insurance

Optional Flexible Spending Accounts Available

- Healthcare Spending Account (you and your family)
- Dependent Care Spending Account (child/elderly care)

Benefits begin the 1st of the month following your start date of employment.

Coverage is available for you and eligible dependents.

Cost of Benefits (Effective 01/01/2025)

Without a spouse/partner:

- Employee Only/Employee plus Child(ren): **\$149.24 per month**
o \$74.62 per pay (1st and 2nd pay of each month)

With a spouse/partner

- Employee plus Spouse/Domestic Partner or Employee plus Spouse/Domestic Partner & Child(ren): **\$318.26 per month**
o \$159.13 per pay (1st and 2nd pay of each month)
with no surcharge for coverage of child(ren)

Vacation: 2 weeks after first year of employment, advance 1 week after six months. Then, 3 weeks after 2 years, 4 weeks after 8 years, 5 weeks after 15 years (pending two years of continuous service with FCCS)

Sick Days: 15 sick days a year, at rate of 4.6 hours/pay period

Personal Days: 5 personal days after 4 months of employment

Holidays: 10 paid holidays per year

Retirement Plan: Employees pay into the state's retirement system called Ohio Public Employees Retirement System (OPERS) instead of social security



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