

COMPENSATION

Competitive Salary

Bellefaire JCB offers a competitive salary comparable to similar agencies in the region.

Pension

The Defined Benefit Plan is serviced through Wingspan Care Group. Employees contribute a portion of their salary. Employees are 100% vested after five (5) years of service. Eligibility begins after one (1) year of employment (which can be waived with prior non-profit service). Covered employees are those that work at least 1000 hours per year. A monthly annuity payment is provided at retirement.

403(b) Plan

Bellefaire JCB offers this plan as a voluntary Tax-Sheltered Annuity savings program for retirement purposes. Employees are eligible to start upon hire.

Life and LTD

Life and Long Term Disability insurance are also provided by the Agency for employees who are participants of the Pension Plan. This is in addition to the \$1000.00 policy paid fully by the Agency for all employees.

Voluntary Life Insurance

Bellefaire JCB offers a voluntary life insurance plan, where employees can purchase additional life insurance.

INSURANCE PLANS

Medical Insurance

Bellefaire JCB offers its full and part-time employees Medical Insurance, which includes access to FREE gym memberships. Full-time employees pay only a small portion of the cost. Part-time employees pay a pro-rated cost. Costs are based on the choice of three plan options. These three options are based a \$-0- deductible plan, a \$500 deductible plan and a \$5000 deductible plan with in and out of network benefits available for all three options. Employees staying in-network derive the least expensive co-payments. The plans do not require designation of a primary care physician, which allows for greater flexibility and self-referrals. Prescription drug riders are included with all three options and have either a low co-pay for in-network pharmacies or co-insurance for out-of-network pharmacies.

Dental Insurance

Bellefaire JCB offers two (2) separate dental plans to all full and part-time employees. The HMO Plan utilizes panel dentists with scheduled co-pay amounts. The PPO plan permits a choice of using network, or non-network dentists, with various co-insurances for a range of services obtained.

Eligibility

Medical, Dental and Life Insurance coverage starts on the first of the calendar month, following one full calendar month of employment. This is true for all Part-time (20 to 39 hours a week) and full-time (40 hours a week) employees and covered dependents.

TIME AWAY FROM WORK

Vacation

Bellefaire offers a four (4)-week per year vacation plan for all full-time direct services and administration staff. Support staff acquire ten (10) days vacation per year. Part-time staff vacation is accrued on a pro-rated basis. Vacation is computed each pay period based on hours worked. New employees who qualify, will accrue vacation time from his/her date of hire, but will not earn this time until he/she has completed 180 days of employment with the Agency.

Sick/Personal Days

Full-time employees are eligible to accrue up to six (6) sick days, of which three (3) can be counted as personal time. Part-time staff sick time is accrued on a pro-rated basis. Sick/personal time is accrued and earned each pay period based on hours worked.

Holidays

The Agency observes up to fourteen (14) holidays throughout the calendar year. Full and part time employees are eligible for holiday pay upon hire.

Jury Duty

Bellefaire JCB considers participation in the judicial system to be a civic responsibility and respects the obligation if called upon. Full-time employees employed six (6) months or more may serve jury duty without loss of pay.

ADDITIONAL BENEFITS

Flexible Work Schedule

Bellefaire JCB understands that employees are balancing a life outside of work and tries its best to accommodate those busy schedules, while at the same time accommodating the Agency's needs.

Friendly Work Environment

We work very hard serving the community, but also encourage a pleasant and enjoyable atmosphere while doing so.

Continual Agency-Wide Training

The Agency provides FREE quality, educational, on-going training for all staff. CEUs are also available to help employees maintain social work or counseling licensure.

Health and Wellness

Employees receive a discount on already low fees at the JCC fitness center.

By participating in our wellness program, employees can help the Agency save 3% on annual health insurance premiums. Savings are passed on to the participating employees.

Welcome to Northeast Ohio

New to the area? Visit our employment website for information on why Northeast Ohio is a great place to live and work! The link contains information to help you find housing, restaurants, entertainment etc.

The information in this brochure is provided for general overview purposes only and is subject to change at any time; eligibility and other details may vary. This brochure does not constitute a legal document or a formal offer of employment, nor guarantee of continued employment.

MISSION

Bellefaire Jewish Children's Bureau (Bellefaire JCB) is an innovative organization that provides exceptional care, education and advocacy to enhance the emotional, physical and intellectual well being of children, young adults, and families in the Jewish and General Communities.

VALUES

In addition to providing direct services, Bellefaire JCB is committed to:

1. Remaining on the forefront of the youth service and child caring fields
2. Responding to emerging needs
3. Building knowledge which contributes to service to children, youth and their families.

Bellefaire JCB provides its services without regard to race, religion, sex or national origin, and encourages all clients to develop positive identification with their religious and ethnic backgrounds.

Bellefaire JCB

22001 Fairmount Boulevard, Shaker Hts., OH 44118
(Offices located in Ashtabula, Cuyahoga, Lorain, and Stark Counties)

For further information, contact the
Human Resources Department at:
Tel: 932.2800
Fax: 216.932.5445
E-mail: employment@bellefairejcb.org
Visit our website at: www.bellefairejcb.org


Licensed by O.D.M.H., O.D.D.D. & O.D.J.F.S. Certified
by: O.D.M.H., O.D.A.D.A.S
Chartered by: O.D.E. Accredited by: Joint Commission,
C.O.A., & Step Up To Quality

Bellefaire JCB does not discriminate on the basis of age, sex, disability, national origin, religion, color, or sexual orientation in the provision of services or employment practices.



Bellefaire JCB

Created 11/2000. Rev. 2/05, 7/06, 10/06, 3/08, 8/09, 11/09,
7/10,2/11, 8/15



EMPLOYEE BENEFITS SUMMARY

Look inside for some of the wonderful
benefits of working
on Bellefaire JCB's team...



HONORING 99 GREAT WORKPLACES
FOR TOP TALENT IN NORTHEAST OHIO