

ADDITIONAL BENEFITS

Other plans offered by the employer to enhance your overall employee compensation package

Wayne County and the Wayne County Courts offer a variety of programs and group benefits to their employees to enrich their benefits package. Some programs are offered at no cost to the employee while others provide significant discounts.

Long-Term Disability Plan (LTD)

Benefit-eligible employees are covered under a long-term disability income protection plan. This plan covers a portion of an employee's income in the case of a non-work-related disability that extends beyond a pre-determined number of days (elimination period). LTD plan benefits vary by bargaining unit / benefit plan. To determine what your LTD benefit is, please refer to your collective bargaining agreement or benefit plan or contact the Benefits Administration Division at (313) 224-7721 or e-mail benefits@co.wayne.mi.us. Copies of the standard LTD plan are available on-line at <http://intranet.wc/> or www.waynecounty.com.

Employee Assistance Program (EAP)

Sometimes personal concerns can affect your health, well-being and job performance. The Employee Assistance Program (EAP) is a voluntary, confidential service providing professional counseling and referral services designed to help employees and their immediate family members with personal, job or family problems. Its purpose is to aid in the identification and resolution of personal problems and help gain control of problems that may be interfering with work and daily life. Wayne County and the Wayne County Courts offer their EAP program through Health Management Systems of America (HMSA). HMSA can help with a variety of issues including those related to substance abuse, marriage and family, work, financial and emotional / mental health-related problems. Any services provide by the EAP counselors are completely confidential and at no charge to the employee or their family member. For more information or assistance 24/7 year round, call HMSA at (800) 847-7240.

Parking and Commuter Transit Programs

Employees working in the downtown area where free parking is not available are eligible to purchase monthly parking at a discounted group rate through the County. A variety of lots are available and parking spaces are offered on a first-come-first-serve basis. Additionally, employees commuting to work via bus are able to purchase monthly bus passes at a group rate. Both programs provide the convenience of payroll deduction for these services and the benefit of having the deduction taken on a pre-tax basis for extra savings. For more information about these programs, please contact the Department of Management & Budget at (313) 224-0675.

Premium Recovery Program

A premium recovery program allows employees to deduct medical insurance premiums (employee contributions towards healthcare) from their paycheck on a pre-tax basis. Cost savings are achieved because federal, state and FICA taxes are not applied to these deductions.

Deferred Compensation (457) Plans

Deferred compensation is a program that allows you to save and invest today for your retirement. Federal income taxes are deferred until your assets are withdrawn, usually during retirement when you may be in a lower tax bracket. Under Section 457 of the Internal Revenue Code, you may defer each year up to an annual dollar limit. The annual limit is adjusted annually. Participation is handled through payroll deduction so your taxes are reduced each pay period. The deferred compensation plan allows you to increase, decrease, stop and restart contributions as often as you wish, without fees or penalties, subject to approval by the Wayne County Employee Retirement System. Several deferred compensation plan providers with a variety of investment options among them are available to employees. For more information about deferred compensation, contact the Wayne County Retirement System at (313) 224-5890.

Employee Wellness Program

Employee wellness initiatives are underway for our employees. This developing program is aimed at providing wellness education, training and tools for better health. So far, the program has provided more than 700 participants with lunch-and-learn sessions, smoking cessation programs, walking programs, hustle lessons, on-site yoga classes and so much more. Employees can look forward to additional and enhanced programming in the upcoming months. For more information about the Employee Wellness Program contact the Benefits Administration Division Wellness Coordinator at (313) 224-5931.

Weight Watchers® Reimbursement Program

Wayne County has teamed up with Weight Watchers (WW) to offer incentives to employees wanting to shed some extra pounds. Health Alliance Plan (HAP) recently announced a program for its members that will pay all but \$25 towards the cost of WW participation. To provide a similar plan for Wayne County employees and their covered family members enrolled in a Blue Cross Blue Shield of Michigan (BCBSM) medical plan, Wayne County employees will be reimbursed of all but \$25 after completion of each 12-week WW program. For more details, contact the Benefits Administration Division Wellness Coordinator at (313) 224-5931.

Fitness Club Discounts

As a Wayne County employee, you can enjoy discounts at local fitness centers including the YMCA, Curves, Fitness Works and Powerhouse Gyms. For more information contact the Benefits Administration Division Wellness Coordinator at (313) 224-5931.

Chrysler Wayne County Affiliate Rewards Program

New this year, this discount program allows Wayne County employee to purchase up to two new Chrysler, Jeep or Dodge vehicles annually (some restrictions apply) at 1% below factory invoice in addition to most consumer sales incentives available at the time of purchase at any of the 19 participating Wayne County Chrysler, Jeep or Dodge dealerships. For more information about this exciting program, contact the Benefits Administration Division Wellness Coordinator at (313) 224-5931.

Value-Added Benefits

Employees of Wayne County benefit from several group discounts by virtue of their employment with Wayne County. These benefits include discounted cell phone plans, restaurant discounts and discounts with other retail vendors. To get a complete list of the discounts available to employees, contact the Benefits Administration Division Wellness Coordinator at (313) 224-5931 or visit the County internet sites.

Tuition Reimbursement Programs

Tuition reimbursement dollars are available to most permanent, full-time employees of Wayne County and the Wayne County Courts. Generally, if approved, these funds may be used for educational expenses incurred by the employee, such as certification classes, seminars, college courses, etc., related to the employee's job. The maximum amount of the annual reimbursement is provided in each employee's collective bargaining agreement or benefit plan. Further terms and conditions for reimbursement are provided in the County's Tuition Reimbursement Policy. For more information regarding this program, contact the Department of Personnel / Human Resources at (313) 224-5901.

Prepaid Legal Services Plan

AFSCME Local 3317 and POAM members are provided with employer-paid pre-paid legal services as a contract benefit. This benefit program offers telephone advice, document review, and other legal services. For more information about this benefit, contact your union representative.