



# BENEFIT SUMMARY – CHILDCARE/DEPENDENT CARE FOR 2023

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As a means of easing the burdens caused by the unexpected illness of a child, disruptions in a child's education or the need to care for a dependent that requires home/medical care, the County is offering a childcare/dependent care benefit to eligible employees. This benefit is available to all employees who are required to report on-site to perform their functions as directed by their Department Head. This benefit can be used by eligible employees to provide care for their child(ren) and/or adult dependents who require home/medical care and reside in their immediate household, as defined below.

ELIGIBLE EMPLOYEES
<p>Employees, whose job functions require them to perform their core duties and/or provide services onsite as directed by their Department Head.</p> <p>State employees who receive a County Supplement cannot participate.</p>
COVERAGE PERIOD
<p>This benefit will be available until funding expires or the BOC discontinues this benefit.</p>
PERMITTED USE OF THE BENEFIT
<p>Eligible employees will only be able to utilize this benefit so they can physically report onsite for their scheduled shift or redeployment.</p>
TOTAL AVAILABLE BACK-UP CARE DAYS
<p>There will be a cap of ten (10) total care days within the 12-month period.</p>
CO-PAY
<p>Eligible employees will be required to pay an applicable co-pay based on the type of care utilized:</p> <ul style="list-style-type: none"> <li>• In home Child/Adult Back-up care - \$3.00 per hour</li> <li>• Out-of-Home Back up Child care - \$15.00 per day/per child</li> <li>• Personal Network Back-up Care - \$3.00 per hour for in home/ \$10 per day per child Out of Home (co-pay will be applied against employee's reimbursement)</li> </ul>
ELIGIBLE COVERED DEPENDENTS
<ul style="list-style-type: none"> <li>• Dependents age 12 and under who live in the same household as an eligible employee;</li> <li>• Dependents, between age 13 – 18, who cannot be left alone in a rental unit and live in the same household as an eligible employee;</li> <li>• Dependents, with a disability as defined in the Affordable Care Act, up to any age who live in the same household as an eligible employee; and</li> <li>• Parents, grandparents, in-laws, spouse/partner of an eligible employee, who live in the same household of an eligible employee and require in home/medical care.</li> </ul>
DISQUALIFICATION
<p>An employee will be disqualified from eligibility for the benefit and may be disciplined up to and including termination if its discovered that the employee has abused and/or provided false information to utilize the benefit.</p>