



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
Employees, whose job functions require them to perform their core duties and/or provide services onsite as directed by their Department Head. State employees who receive a County Supplement cannot participate.
COVERAGE PERIOD
This benefit will be available until funding expires or the BOC discontinues this benefit.
PERMITTED USE OF THE BENEFIT
Eligible employees will only be able to utilize this benefit so they can physically report onsite for their scheduled shift or redeployment.
TOTAL AVAILABLE BACK-UP CARE DAYS
There will be a cap of ten (10) total care days within the 12-month period.
CO-PAY
Eligible employees will be required to pay an applicable co-pay based on the type of care utilized: <ul style="list-style-type: none">• In home Child/Adult Back-up care - \$3.00 per hour• Out-of-Home Back up Child care - \$15.00 per day/per child• 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)
ELIGIBLE COVERED DEPENDENTS
<ul style="list-style-type: none">• Dependents age 12 and under who live in the same household as an eligible employee;• Dependents, between age 13 – 18, who cannot be left alone in a rental unit and live in the same household as an eligible employee;• 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• 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.
DISQUALIFICATION
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.