



Family Friendly Work/Life Benefits



The County of Ventura recognizes that in order to have a dedicated and productive workforce, employees need support in balancing their work and family life. The following is a brief description of our employee work/life benefits and policies.

Flexible Work Schedules: A variety of work schedules including flextime, part-time, job sharing or telecommuting may be available in your Department.

Dependent Care Flexible Spending Account: You can use this account to pay for the care of an eligible dependent (child or elder) while you work. IRS code section 129 allows employees a maximum \$5,000 of salary set aside for dependent care expenses.

Flexible Benefits Program: Our program allows you to spend your benefit dollars on the services you need.

Employee Assistance Program: This program provides assistance to you and your dependents in dealing with personal crisis or mental health counseling.

Wellness Program: This program is offered to County employees and their spouses and includes a variety of healthy activities and classes.

Maternity Leave: You may work the duration of your pregnancy provided you are able to meet the demands of your position. For most regular County employees contributions toward health benefits may continue for a specified period of time. You may be eligible to care for your newborn for a specific period of time, refer to your Flexible Benefits Program Handbook for more information and your respective Memorandum of Agreement that covers your job classification.

Lactation Rooms: There are several sites available around the County for moms who are working but want to continue to nurse their babies.

Family Sick Leave: You may be eligible to use a portion of accumulated sick leave credits within any calendar year to provide care for a member of your immediate family. Additionally, you may be eligible to care for your spouse, child or parent who has a serious health condition. Refer to your respective Memorandum of Agreement that covers your job classification.

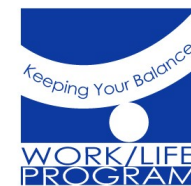
Parenthood Leave: You may be granted an unpaid parenthood leave up to six (6) months in connection with the legal adoption of a child.

Child Care Center Discount Program: As a County employee you are eligible for discounts at a number of child care centers throughout the county.

Child and Elder Care Resource and Referral Program: Information and referrals are provided to you about caring for children and elders.

Positive Parenting Classes: A free lunchtime parenting series is available to County employees who want to develop better parenting skills.

Balancing Work/Family Seminars: County employees are offered free seminars on a variety of balancing work and family issues.



**Call the Work/Life Program at (805) 477-7234
for more information.**