

Chapter: Personnel
Subject: Salary & Benefits
Section: 3.8
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ODJFS Rule: 5101: 2-5-13(A)(22)(d)
COA Standard: PA-HR 5.02(b)(7)(14)
Revised: 8/6/2019

NRTC operates under the Montgomery County Juvenile Court's policies and procedures regarding salary and fringe benefits. Corresponding MCJC policies may be viewed on the Montgomery County Juvenile Court's Intranet website.

Wage and Salary Rates (MCJC Policy 5.15)

Starting salary for new employees is determined by job classification. The actual starting pay will reflect current rates for employees in the same or similar positions within the same or similar departments.

Overtime

Salaried employees are not eligible for overtime compensation. The Court pays overtime compensation to hourly employees where appropriate under the law and Court guidelines and where such overtime has been specifically authorized by department manager or supervisor. No employee may work beyond the normal work-day or work-week without the written, official authorization of the immediate supervisor and department director. Non-exempt employees are not to begin work prior to their scheduled starting time. Supervisors shall do their best to plan ahead before requiring overtime.

Benefits

As employees of Montgomery County Juvenile Court, NRTC staff members receive an extensive benefits package. Benefits include, but are not limited to the following:

1. Deferred Compensation (MCJC Policy 6.3)
2. Employee Assistance Plan (MCJC Policy 6.5)
3. Paid Holidays (MCJC Policy 6.8)
4. Health Insurance (MCJC Policy 6.11)
5. Life Insurance (MCJC Policy 6.12)
6. Family Medical Leave-FMLA (MCJC Policy 6.13)
7. Disability Leave (MCJC Policy 6.15)
8. Maternity Leave (MCJC Policy 6.16)
9. Military Leave (MCJC Policy 6.17)
10. Sick Leave (MCJC Policy 6.19)
11. Personal Days (MCJC Policy 6.20)
12. Retirement: Public Employees Retirement System of Ohio (MCJC Policy 6.21)
13. Vacation Leave (MCJC Policy 6.22)
14. Workers Compensation (MCJC Policy 6.23)