

The Delaware County District Library provides a comprehensive and competitive benefits package. Coverage is position-dependent and varies by full/part-time eligibility.

Health Insurance

- Employees whose weekly designated hours are 30 (thirty) or more are eligible for medical/prescription, dental, and vision insurance. Health insurance is available on the first of the month following thirty (30) days of employment. The Library supplements a portion of the monthly health insurance premiums.

Employee Assistance Program (EAP)

- Employees and dependent family members are eligible for this wellness benefit. The Library covers all of the costs for employees and their dependents to receive counseling, referrals, and services in dealing with stressful issues in their lives. All information is 100% confidential.
 - <https://matrixpsych.com/>

Voluntary Life Insurance

- The Library offers life and accidental death & dismemberment insurance to all employees whose weekly designated position hours are 30 (thirty) or more. Premiums are paid solely by the employee through payroll deductions. The Library does not pay for any of the premiums for voluntary life or accidental death & dismemberment insurance.

Paid Time Off

- The Library offers paid time off benefits, including vacation leave and sick leave.
- Employees are eligible for up to twelve (12) paid holidays.
 - <https://www.delawarelibrary.org/holidays/>
- Bereavement, Jury Duty, and Parental leave time off is available if warranted.

Ohio Public Employees Retirement System (OPERS)

- All employees are automatically enrolled in OPERS. The State of Ohio Revised Code requires public employees to contribute ten percent (10.0%) of their gross salary to the plan. The Library contributes an additional fourteen percent (14%) for the employee.
 - <https://www.opers.org/>

Ohio Deferred Compensation Program

- Ohio Deferred Compensation is a supplemental 457(b) retirement plan for all Ohio public employees. This voluntary retirement savings plan is offered in compliance with Internal Revenue Code Section 457. The Library does not contribute to this supplemental plan.
 - <https://www.ohio457.org/home>

Medicare

- The Library contributes a percentage of the employee's salary to Medicare.

Professional Memberships

- The Library will pay the cost of one (1) professional membership per calendar year.

Friends of the Delaware County District Library (FOL)

- The FOL provides a free, complimentary membership to all Library employees.
 - <https://www.delawarelibraryfriends.org/>

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