

POLICY 503

EDUCATIONAL BENEFITS

Effective 01-01-2020, Resolution No. 044-19

Johnson County Government recognizes and appreciates the time and expense required for employees to obtain the education required to qualify for employment, excel in their jobs, and advance in their careers. The County also recognizes and appreciates that the County and its citizens benefit by supporting the continued education of County employees through employee retention and increased effectiveness, innovation, and professionalism.

Educational Reimbursement Program

It is the policy of the Johnson County Government to encourage and support continued education of its employees by maintaining an Educational Reimbursement Program to provide assistance with the cost of tuition and other expenses related to the pursuit of a degree or non-degree educational program, as well as expense reimbursement for County-approved certification and licensing programs, where the educational program, certification, or license relates to the employee's current job or to another County job to which the employee aspires. Full-time regular and part-time partial plus employees who have completed their Introductory Period are eligible for reimbursement of approved education expenses up to a maximum of \$3,500 per calendar year, subject to budget availability. Reimbursement may be subject to taxation in accordance with current tax laws.

Employees who are employed in County departments/agencies/offices that have an educational reimbursement budget will receive reimbursement from the County Educational Reimbursement Program only if reimbursement through the department/agency/office is less than the annual approved maximum under the County-wide program.

This benefit is provided at the sole discretion of the County and is funded on an annual basis. Funding may be modified, revoked, suspended, or terminated without notice at the sole discretion of the Board of County Commissioners.

Student Loan Counseling

It is also the policy of Johnson County Government to provide employees with access to financial counseling services, at no cost, to allow employees to gain the knowledge and tools to understand the financial aid process and manage their student loans.