



Benefits-at-a-Glance

Catholic Charities Family & Community Services (CCFCS) is committed to offering its employees and their families a comprehensive and competitive benefit package. From health care plans to retirement planning, we provide our employees with the resources they need to help manage life's many twists and turns. *Coverage begins 1st of the month following 30 days of employment.

| Benefit | Description |
|---|---|
| Medical Coverage* (FT EE only) | CCFCS offers four Aetna health insurance plan options to fit your needs, including three High Deductible Health Plans and one traditional co-pay plan, all partially funded by CCFCS. |
| Dental Coverage* | You may elect voluntary dental coverage with plan features to control the costs of dental care. Our plan covers 100% preventative services, 80% basic services, 50% major services and orthodontic coverage. \$1,250/member annual benefit offered by MetLife . |
| Vision Coverage* | You may elect voluntary vision coverage for you and your family for exams, frames, lenses, and contacts. Offered by EyeMed - eye exam \$10 copay and lenses \$25 copay. Two plan options available, Basic or Premium with enhanced frame benefit. |
| Flexible Spending Account* (FSA) | An FSA account allows you to set aside a portion of earnings, tax free , for qualified expenses. For 2022, contribute up to \$2,850 to a Full or Limited Medical FSA ; and up to \$5,000 to a Dependent Care FSA . The plan also offers a rollover provision. |
| Health Savings Account* (HSA) | If you enroll in a High Deductible Health Plan, you can make tax free contributions to a Health Savings Account. The maximum contribution allowed for 2022 is \$3,650 for single plan holders and \$7,300 for family plan holders. Catch up contribution of \$1,000 for 55+. |
| Parking Flexible Spending Account (FSA) | The Parking FSA allows employees who work at 79 and 87 North Clinton to set aside a portion of earnings to pay for work-related parking expenses on a pre-tax basis as well as receive a \$33 monthly CCFCS subsidy. |
| Long Term Disability* | This 100% employer paid benefit provides financial protection for you and your family if you become totally disabled. The insurance benefit pays 60% of your pre-disability monthly salary, up to a maximum of \$6,000 a month. |
| Basic Life Insurance/AD&D* | This 100% employer paid benefit provides Life and Accidental Death & Dismemberment insurance coverage for you and would be paid to your named beneficiary in the event of your death. The insurance benefit coverage is based on 1.5 times your annual salary. |
| Holidays | CCFCS offers 10 paid holidays per year : New Year's Day; Martin Luther King Jr. Day; Good Friday; Memorial Day; Juneteenth; Independence Day; Labor Day; Thanksgiving & Friday after; and Christmas Day. Plus, one Personal Choice Holiday – approved in advance. |
| Paid Time Off (PTO) | PTO is time you can use for vacation or personal reasons. Full-time and Part-time employees accrue PTO per pay period based on their standard work week. The maximum annual amount is 2 weeks of PTO for the first year. |
| Health Reserve | Health Reserve is used for an employee's or family member's serious health condition lasting 3 or more consecutive workdays. Up to 1 week of paid Health Reserve is provided in the first calendar year of employment and then 1 week annually each January. |
| 401k Retirement Plan | All employees are eligible to contribute to the 401k retirement plan immediately upon hire. After meeting the requirement of one full year of employment and 1,000 hours of service, an employee will be eligible for an employer contribution. Both a traditional pre-tax 401k and Roth post-tax options are available. |
| Tuition Reimbursement | CCFCS provides Full-time employees, who have completed 6 months of employment, with assistance in continuing their professional development through formal education. Employees may receive up to \$800 per semester, up to a maximum of \$1,600 per year. |
| Employee Assistance Program | The Employee Assistance Program provides free and confidential access to professional counseling, financial, legal, and a variety of other services to help employees with life's sometimes difficult situations, both at work and in their personal lives. |
| Voluntary Benefits* | CCFCS offers voluntary benefits such as additional life insurance, short term disability, accident insurance and specified disease coverages with various carriers. |