

**St. Joseph Children's Home
Employee Benefits**

(Hourly Employees: Benefits effective 1st day of month after 60 days of employment unless otherwise noted. Salaried Employees: Benefits effective 1st day of month after hire.)

Health Insurance: (self insured through PHP) – Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
Single	\$ 24.00 biweekly (pretax)
Employee + 1	\$104.00 biweekly (pretax)
Family	\$174.00 biweekly (pretax)

\$20.00 co-payment for doctor visits, \$500.00 annual deductible, then 90%-10% w/\$1,200.00 maximum out of pocket.

Prescriptions—Full time employees ONLY

\$15.00 co-payment for generic brand medications
\$30.00 co-payment for name brand medications

Life Insurance—Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
\$15,000	\$0

Short Term Disability Insurance—Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
70% of pay up to \$400 per week for up to 6 months	\$0

Long Term Disability Insurance—Full time employees ONLY

<u>Coverage</u>	<u>Employee Cost</u>
60% of pay after 6 months -- continues indefinitely	\$0

Supplemental Insurance (through AFLAC)—Full time and Part time employees

<u>Coverage</u>	<u>Employee Cost</u>
Supplemental policies such as Cancer, Disability, Intensive Care, Hospitalization	Total Cost

Dental/Vision Insurance (through Adenta)—Full time and Part time employees

<u>Coverage</u>	<u>Employee Cost</u>
Single	\$ 8.65 biweekly (pretax)
Employee + 1	\$16.27 biweekly (pretax)
Family	\$25.66 biweekly (pretax)

403B (through Professional Pensions, Inc): effective immediately

Employees who work 1000 hours per year (average of 20 hours per week) may deduct from 0% to 15% of gross biweekly wages on a pretax basis to invest in their 403B retirement account. St. Joseph matches 50% of the first 4% deducted and deposits a discretionary amount into each employee's account at the end of each calendar year.

Roth IRA: effective immediately

All employees (full time and part time) may deduct up to a maximum of \$3,000.00 annually through payroll deduction to be deposited into a Roth IRA. These deductions are after-tax.

Employee Assistance Program (EAP): effective immediately

St. Joseph pays the entire cost of 5 visits per year for professional counseling for all full time and part time employees and their immediate family members through our EAP.

Paid Vacation:

Five (5) days of paid vacation after one year of employment in addition to 1.54 accrued hours per biweekly paycheck through the end of the calendar year. Accrual rate increases to 3.08 hours per biweekly paycheck at the beginning of the following calendar year. (Note: These accrual figures are for FT employees; PT accrual hours are prorated.)

Paid Time Off (PTO):

Four (4) days of PTO after one year of employment in addition to 3.08 hours per biweekly paycheck thereafter. Unused PTO hours may be sold back at the end of each calendar year. (Note: This accrual figure is for FT employees; PT accrual hours are prorated.)

Paid Holidays:

Ten (10) paid holidays, including birthday, per year after six (6) months of employment.

Meals:

If a staff member is required to eat meals with children/clients, the cost of the meal is free. If a staff member is on duty during the day and is not required to eat with children/client, the cost of the meal is \$1.00.

Thank you for choosing St. Joe's!