



2018  
Employee Benefits Summary  
Type D

These are some of the benefits Family & Children Services provides **eligible Type D**- list is not inclusive:

**AGENCY PLAN BENEFITS:**

- 401k - Retirement Plan
- Employee Assistance Program (EAP)

## 401k – Retirement

Once an employee has been employed for 90 days, the employee is eligible to be enrolled in the employer portion of the 401K plan. Once enrolled, provided the employee has satisfied the 1000 minimum hour's agreement, is age 21 and is actively employed on December 31, the agency match will be predicated on your participation in the plan. The agency will match 50% of the first 6% of your contribution (example below). To receive the match, you will have to be employed at the last day {for staff who have been employed from 0 – 3 years they will be 0% vested, for employees who have obtained 3 or more years will be 100% vested}. Employees are eligible to contribute pre-tax dollars from their own paycheck effective at date of hire. A Summary Plan Description is available from Human Resources.

| <b>Your Contribution</b> | <b>Agency Contribution</b> | <b>Total Contribution</b> |
|--------------------------|----------------------------|---------------------------|
| 0%                       | 0%                         | 0%                        |
| 1.0%                     | .5%                        | 1.5%                      |
| 2.0%                     | 1.0%                       | 3.0%                      |
| 3.0%                     | 1.5%                       | 4.5%                      |
| 4.0%                     | 2.0%                       | 6.0%                      |
| 5.0%                     | 2.5%                       | 7.5%                      |
| 6.0%                     | 3.0%                       | 9.0%                      |
| 7.0% and >               | 3.0%                       | 10.0% and >               |

## Employee Assistance Plan [EAP]

The Agency recognizes that problems at home or of a personal nature can have a detrimental impact on the employee's well-being while at work. It is also recognized that most personal problems can be dealt with successfully when identified and treated early. The EAP provides support for a broad range of areas including emotional/behavioral problems, relationship issues, alcohol and other drug-related dependency, financial troubles, legal assistance, eldercare and childcare concerns, and many others.

All communication with the EAP remains confidential. Employees may voluntarily seek assistance from the EAP at any time, or they may be referred by management if it appears that personal problems are interfering with client or employee safety, or the employee's general performance.

## Direct Deposit

Employee paychecks can be direct deposited as directed by the employee.

## Professional Liability Insurance

The Agency will provide professional liability insurance for all employees, direct service volunteers and members of the Agency's Board of Directors.

**Please refer to Human Resources, should you have any questions about a specific coverage.**