

Community Youth Services offers a comprehensive benefit package.

An employee must be hired to work at least 20 hours per week to be eligible for benefits that become effective the first of the month following their date of hire.

- CYS pays 100% of the monthly premium for full-time employees. The employee pays for dependent coverage. There is no spousal coverage for medical.
- If the employee is hired as a part-time employee, CYS contributes the percentage of full-time status to the monthly premiums. Example – If an employee is hired to 20 hours per week, CYS will pay 50% of the premium. The employee is responsible for the difference.

Health and Welfare

- Medical – (Group Health) – Two options are available, one with HSA and one without HSA
- Health Savings Account (HSA) - CYS contributes \$90 per month for full-time employees
- Dental – (Standard) - \$1,500 maximum per year
- Vision – Superior
- Basic Life insurance – (Standard)
- Optional additional life insurance – (Standard) – paid by employee
- Employee Assistance Program (First Choice Health) – free, confidential counseling services for employees and their family
- ‘Virtual doctor – (Teledoc) Employees and their family have 24/7/365 phone, video and email access to board-certified doctors who can treat many non-emergent medical conditions. There is no cost to the employee.

Retirement

American Funds - 403(b) Retirement account

Agency match after one year of benefit eligibility:

<u>Employee Contribution</u>	<u>Agency Match</u>
0	3%
1%.....	4%
2%.....	5%

Employees are 100% vested when eligible for agency matching.

Paid Time Off

- Vacation – At start of employment, full-time employees accrue 12 hours of vacation per month, part-time employees accrual is pro-rated. Accruals increase with continued employment.
- Sick – At start of full-time employees accrue 8 hours of sick per month, part-time employees accrual is pro-rated.
- Holidays – 10 per year

Voluntary Benefits – (Aflac) paid by employee

- Disability

- Accident
- Hospital
- Cancer

Training and Professional Development

- Tuition Assistance – eligible for benefit after one year of full-time employment, can get assistance up to \$2,500 per semester
- Initial and ongoing training to keep employees at program requirements