

dFs Benefit Information

This is general information about the various benefits dFs provides to its employees. Information and summary communications are furnished to plan participants as appropriate.

PAID TIME OFF

After the completion of three (3) months of employment, employees receive the equivalent of three (3) paid days off. After the completion of six (6) months of employment, employees then receive the equivalent of three (3) more paid days off. These six (6) days must be used prior to the annual evaluation date.

After one (1) year of employment, employees receive the equivalent of 11 paid days off. After the completion of two (2) – four (4) years, employees receive the equivalent of 16 paid days off. After the completion of five (5) or more years, employees receive the equivalent of 21 paid days off.

MAJOR MEDICAL INSURANCE

This benefit is offered to full-time employees and others as determined under the requirements of the Affordable Health Care Act. Employees electing major medical coverage will be responsible for a payroll deduction to cover partial cost of coverage. Family coverage can be purchased through a payroll deduction.

DENTAL INSURANCE

This benefit is offered to employees who work 35 hours or more a week, at no charge to the employee. Family coverage can be purchased through a payroll deduction.

VISION INSURANCE

This benefit is offered to employees who work 25 hours or more a week, at no charge to the employee. Family coverage can be purchased through a payroll deduction.

PAID HOLIDAYS

Direct Care Staff are paid 2 times their hourly rate for hours worked on major holidays and 1 ½ times their hourly rate for hours worked on minor holidays.

LIFE INSURANCE

A \$10,000 life insurance policy is provided to employees who work 25 hours or more per week.

SHORT TERM WEEKLY DISABILITY

Provided to employees who work 25 hours or more a week. This is based on salary with a maximum of \$200 per week.

RETIREMENT

Diversified Family Services makes an annual employer contribution to the Retirement Plan. There is no match required from employee. Eligible employees are 100% vested in the account after 3 years of employment.