

Benefits Summary Description

CCS

EARLY LEARNING

Full Time Staff Only (30+ hrs/wk)

Insurance ~ The effective date for all insurances is the first of the month following 30 days of employment.

Enrollment: Medical, vision and dental can be waived however, adding coverage later for self or dependents can only be done in December or after a qualifying event.

Premiums: CCS pays a majority of the premium for employees for medical, vision, or dental and deducts the employee portion from paychecks. Coverage continues during layoff periods providing employment continues following the lay off. Dependents may also be enrolled in our plans.

Two Medical Plans to Choose From:

Plan	Deductible Self Family	Maximum Out of Pocket	RX	Other
Low	\$1,000 \$2,000	\$4,500 Individual \$9,000 Family	\$15 / \$30 / \$50 30% non-preferred	\$25, \$60, or \$40 office co-pay (Primary, Specialist, Urgent Care)
High	\$2,000 \$4,000	\$5,000 Individual \$10,000 Family	Deductible then 20%	Health Savings Account (HSA), if eligible, to help pay expenses. CCS contributes \$1,000 per year (\$250 quarterly)

- **Vision** ~ VSP ~ exam (\$20) every 12 mo. lenses every 12 mo., frames every 24 mo. (max. \$150) and Aetna (\$350 per calendar year supplemental benefit through Premiera). VSP is your primary coverage
- **Dental** ~ Premiera Blue Cross ~ \$2,000 benefit per calendar year (Not including preventative services). Annual deductible of \$50 per person or \$150 per family. *Preventive* services are paid at 100%, *Basic* services at 80% and *Major* services at 50%. Orthodontia \$1,500 lifetime maximum (Adults and Children).
- **Life Insurance** ~ Principal ~ \$20,000 for each eligible employee ~ premium paid by the agency
- **Accidental Death and Dismemberment Insurance** ~ Principal ~ premium paid by the agency
- **Voluntary Life Insurance** available at your own cost for yourself, your spouse and/or children

Section 125 Plan ~ Participation allows you to pay your portion of the insurance premium or contribute to an HSA (if eligible) through payroll deduction and not pay taxes on those deductions. Our Finance Department will set up your HSA account and pay for the maintenance fees charged to the account while you are employed & eligible.

Full and Part-time Staff

Retirement Planning ~ Make tax-deferred contributions into a Empower 403(b) Plan with 3% matching contribution by CCS. Vesting schedule – 1 yr=20%, 2 yrs=40%, 3 yrs=60%, 4 yrs – 80%, 5 yrs – 100%. For free personal investment consultation, call Sabrina Peterson at 1-855-699-1616.

Paid Leave ~ All regular employees accrue up to eight hours of general leave per month depending hours worked. General leave accrues immediately and may also be used immediately. Regular, full-year (47+ wks) employees accrue two weeks of annual leave per year (increases with years of service). Annual Leave accrues after 30 days however, and may not be used until after the 90 day orientation period.

Employee Assistance Program(EAP) At no cost for yourself, spouse, or children www.firstchoiceeap.com

Training and Professional Development ~ CCS has a commitment to excellence and provides training and development opportunities. Outside training must be requested in advance. Check with Human Resources for additional benefits including tuition assistance and Child Development Associate (CDA) credential.

Career Advancement Opportunities ~ see our Career Tracks for more information

Holidays ~ Scheduled paid holidays are listed on the CCS annual calendar.

Staff Wellness ~ As part of our commitment to staff wellness we offer information and activities throughout the year on wellness topics.

For more information, see the Staff Policy Manual, the Cabinet, or contact Human Resources 373-7000

11/10/20