

**Summary of Benefits**  
**For Diocesan Full Time Employees (35+ hours/week)**  
**As of July 1, 2023**

<b>Benefit</b>	<b>Description</b>	<b>Contact</b>
<b>Health Care Plan</b>	\$1,000 Deductible, then Plan pays 80% on \$15,000 then 100%; Optional Dependent Coverage (Pre-tax or after tax) Provider Networks-additional savings Cigna Prescription Plan Dental Plan (\$50 Deductible) Vision Coverage Preventative Exams	Claims: PBA (800) 435-5694  Billing & Administration: Courtney Rippon (815) 399-4300 x340
<b>Term Life Insurance</b>	\$10,000 term while active	Same as Health Care
<b>Short-term Disability</b>	Pays 80% of regular wages up to 3 mos. after 2-week waiting period	Kim Giss (815) 399-4300 x340
<b>Long-term Disability</b>	Policy through Sun Life Financial pays 60% of regular wages after 3-month waiting period	Benefits: Kim Giss (815) 399-4300 x340
<b>Lay Pension Plan</b>	One year waiting period, 25 yrs old 3% of salary to 10 years, 5% to 15 years, then 6% Fully vested after 7 years	Billing & Administration: Linda Kaiser (815) 399-4300 x342
<b>403(b) Retirement Plan *</b>	Available to full & part time employees No waiting period Always 100% vested Employer matches 15% up to 6% of salary	LPL Financial Matt Young (877) 621-2784
<b>Social Security</b>	Federal Government Program	
<b>Unemployment Insurance</b>	Self-insured, but administered through State Unemployment Office	Benefits: Lori Glenn (815) 399-4300 x343
<b>Vacation Days</b>	60-day qualification period upon hire, pro-rated first/last calendar year 2 weeks for 1-5 complete calendar years, 3 weeks for 6 or more years no accumulation	
<b>Sick Days</b>	60-day qualification period upon hire, pro-rated first calendar year 10 days annually, no accumulation	
<b>Other programs</b>	Varies among Diocesan entities	Locally administered