

## Diocese of Rockford - Summary of Benefits

~ As of January 1, 2024 ~

<b>For Full-Time Employees Only (35+ hours/week):</b>		
<b>Benefit</b>	<b>Description</b>	<b>Contact Person</b>
<p style="text-align: center;"><b>Health Care Plan</b></p> <p>[Mandatory participation. One exception: other permanent (lifetime) coverage.]</p>	<ul style="list-style-type: none"> <li>- \$1,000 Deductible. Coinsurance of 10/15/20% on first \$15,000 in eligible claims, then Plan pays 100%.</li> <li>- Optional Dependent Coverage (\$800/month Pre-tax or After-tax)</li> <li>- Provider Networks - additional savings</li> <li>- Cigna Prescription Plan</li> <li>- Dental Plan (\$50 Deductible)</li> <li>- Vision Coverage</li> <li>- Select Preventive Care</li> </ul>	<p><b>Ins. Claim Questions: PBA</b> (630) 655-3755</p> <p><b>Premium Billing &amp; Administration:</b></p> <p>Courtney Rippon (815) 399-4300 Ext. 340 Benefits@rockforddiocese.org</p>
<p style="text-align: center;"><b>Term Life Insurance</b></p>	<ul style="list-style-type: none"> <li>- \$10,000 term while actively working.</li> <li>- Decreases at ages 65 &amp; 70.</li> </ul>	<p>Same as Health Care Plan Billing &amp; Administration</p>
<p style="text-align: center;"><b>Short-term Disability</b></p>	<ul style="list-style-type: none"> <li>- Pays 80% of regular wages up to 3-months after 2-week waiting period.</li> </ul>	<p>Same as Health Care Plan Billing &amp; Administration</p>
<p style="text-align: center;"><b>Long-term Disability</b></p>	<ul style="list-style-type: none"> <li>- Policy through Sun Life Financial.</li> <li>- Pays 60% of regular wages after 3-month (90-day) waiting period.</li> </ul>	<p>Same as Health Care Plan Billing &amp; Administration</p>
<p style="text-align: center;"><b>Lay Pension Plan</b></p>	<ul style="list-style-type: none"> <li>- One year waiting period; 25 years old.</li> <li>- 3% of salary to 10 years.</li> <li>- 5% to 15 years, then 6%.</li> <li>- Fully vested after 7 years.</li> </ul>	<p><b>Billing &amp; Administration:</b></p> <p>Linda Kaiser (815) 399-4300 Ext. 342</p>
<p style="text-align: center;"><b>Vacation Days</b></p>	<ul style="list-style-type: none"> <li>- 60-day qualification period upon hire, pro-rated first/last calendar year.</li> <li>- 1 week for 1-5 complete calendar years, 2 weeks for 6 or more years.</li> <li>- No accumulation, see Employee Handbook for more information.</li> </ul>	
<p style="text-align: center;"><b>Sick Days</b></p>	<ul style="list-style-type: none"> <li>- 60-day qualification period upon hire, pro-rated first calendar year.</li> <li>- Full-time, 12-month = 10 days annually; Full-time, school year = 6 days.</li> <li>- No accumulation, see Employee Handbook for more information.</li> </ul>	

<b>For Full &amp; Part-Time Employees:</b>		
<b>Benefit</b>	<b>Description</b>	<b>Contact Person</b>
<p style="text-align: center;"><b>Paid Personal Time, "PPT"</b></p>	<ul style="list-style-type: none"> <li>- 90-day qualification period upon hire.</li> <li>- Pro-rated first year, based on number of hours/week.</li> <li>- No accumulation, see Employee Handbook for more information.</li> </ul>	
<p style="text-align: center;"><b>403(b) Retirement Plan</b></p>	<ul style="list-style-type: none"> <li>- No waiting period.</li> <li>- Always 100% vested.</li> <li>- Employer matches 15% up to 6% of employee's salary.</li> </ul>	<p><b>LPL Financial:</b></p> <p>Matt Young (877) 621-2784</p>
<p style="text-align: center;"><b>Social Security</b></p>	<ul style="list-style-type: none"> <li>- Federal Government Program</li> </ul>	
<p style="text-align: center;"><b>Unemployment Insurance</b></p>	<ul style="list-style-type: none"> <li>- Self-insured, but administered through State Unemployment Office.</li> </ul>	<p><b>Benefits:</b> Lori Glenn (815) 399-4300 Ext. 343</p>