

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

<u>Benefit</u>	<u>Description</u>	<u>Contact</u>
Health Care Plan	\$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	Claim Questions: PBA (800) 435-5694 Billing & Administration: Courtney Rippon (815) 399-4300 Ext. 340 Benefits@rockforddiocese.org
Term Life Insurance	\$10,000 term while active	Same as Health Care
Short-term Disability	Pays 80% of regular wages up to 3 mos. after 2-week waiting period	Benefits: Courtney Rippon (815) 399-4300 Ext. 340
Long-term Disability	Policy through Sun Life Financial pays 60% of regular wages after 3-month waiting period	Benefits: Courtney Rippon (815) 399-4300 Ext. 340
Lay Pension Plan	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 Ext. 342
403(b) Retirement Plan *	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
Social Security	Federal Government Program	
Unemployment Insurance	Self-insured, but administered through State Unemployment Office	Benefits: Lori Glenn (815) 399-4300 Ext. 343
Vacation Days	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	
Sick Days	60-day qualification period upon hire, pro-rated first calendar year 10 days annually, no accumulation	
Other programs	Varies among Diocesan entities	Locally administered