



## Employee Benefits Package

Benefits are offered to regular CCR Employees working 20+ hours per week.

		<b>Employee MONTHLY Costs:</b>			
Coverage	Description	Employee Only	Cost for Spouse/DP	Cost One Child	Added for Cost of Additional Child(ren)
<b>BASE</b> Medical Plan	Kaiser Permanente <b>Access PPO</b> <b>\$1,500</b>	\$0.00	\$1,179.28	\$170.76	\$248.13
<b>BUY-UP</b> Medical Plan	Kaiser Permanente <b>Access PPO \$500</b>	\$41.78	\$1,298.56	\$341.88	\$496.78
Dental Plan	Delta Dental \$2,500 maximum dental & \$1,000 lifetime maximum orthodontia	\$4.28	\$92.19	\$110.26 (children)	\$202.46 (spouse & children)

		<b>Employee MONTHLY Costs:</b>			
Coverage	Description	Employee Only	Cost for Spouse/DP	Cost One Child	Added for Cost of Additional Child(ren)
<b>Long Term Disability Insurance</b>	<b>Lincoln Financial</b>  Pays 60% of pre-disability earnings if disabled	CCR pays 100% of cost for eligible employees			
<b>Basic Life Insurance</b>	<b>Lincoln Financial</b>  Coverage is the lesser of 1x annual salary or \$100,000	CCR pays 100% of cost for eligible employees			
<b>EAP</b>	Wellsprings	Cost is paid in full by CCR			



**401K with American Funds**

Retirement Plan Enrollment Form

CCR Matches 3%

FSA (Flexible Spending Account)

**Wellsprings Services** (12 free Therapy and counseling sessions)

**Extended Illness Bank (EIB):**

Illness that requires a staff person to be gone more than two days.

5.333 hours per month (total of 64 hours for the year)

**Paid Time Off (PTO):**

LENGTH OF EMPLOYMENT	PTO ACCRUAL RATE
Hire date through completion of 2nd year	14 hours per month
start of 3rd year through completion of 5th year	16 hours per month
start of 6th year and subsequent years	18 hours per month

**Company Wide Holidays:**

<ul style="list-style-type: none"> <li>• New Year’s Day</li> <li>• Martin Luther King, Jr. Day</li> <li>• President’s Day</li> <li>• Memorial Day</li> </ul>	<ul style="list-style-type: none"> <li>• Juneteenth Day</li> <li>• Independence Day</li> <li>• Labor Day</li> </ul>	<ul style="list-style-type: none"> <li>• Thanksgiving Day and Friday following</li> <li>• Christmas Day</li> </ul>
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**REFRESH WEEKS 2022:** CCR Closes, will be paid days off, no need to use PTO

- July 5-8, 2022
- Tentative - December dates TBD (example 12/27/21-12/31/21)

**ADDITIONAL:**

- 3 Floating Holidays – These three floating holidays may be used at an employee’s discretion solely for holidays that are meaningful to them
- Birthday – paid holiday for employee’s birthday