

**CHILDREN'S AID SOCIETY**  
**EMPLOYEE FRINGE BENEFITS 2009**

**RETIREMENT:** CAS has a profit sharing plan with Principal Financial Group. Employees may contribute to the plan as soon as their employment begins, but must contribute at least 1% their annual salary. Regular employees working at least 1000 hours per year become eligible for CAS contributions during the enrollment period following their one-year employment anniversary. CAS contributes **7% of total salary**, plus an **additional 4.3% on annual salaries over \$20,000**.

**LIFE INSURANCE:** Plan is with Prudential Insurance Company. Regular full-time and part-time employees are enrolled at no cost after one month of employment. Employees are insured for **double their annual salary**. Life insurance amounts are based on the employee's annual salary in increments of \$1,000 rounded to the highest thousand dollars.

**DISABILITY INSURANCE:** This plan is also with Prudential Insurance Company. Regular employees working at least 1000 hours per year are covered for **61%** of their annual salary, also at no cost to the employee.

**HEALTH INSURANCE:** CAS provides employees working at least 30 hours per week a choice of two Blue Cross Blue Shield health insurance plans through United Way. Both plans include coverage for vision, dental and prescription drugs. The agency pays **\$3936 per year** per employee for this fringe benefit.

**SUPPLEMENTAL INSURANCE:** CAS offers employees supplemental insurance, including medical flexible spending accounts, through Colonial. If an employee does not select health insurance through CAS, the \$3936 per employee for fringe benefits can be applied to supplemental insurance; otherwise employees pay all premiums for supplemental insurance.

**WORKERS' COMPENSATION:** The Agency's current plan is with Employer's Claim Management, Inc.

**PROFESSIONAL LIABILITY INSURANCE:** The Agency is covered by American Home Assurance Company in the amount of \$1,000,000.

**CREDIT UNION:** All employees are eligible for membership with University Federal Credit Union. Services include checking and savings account, auto loans, etc.

**PAID LEAVE:** Regular full-time employees with 0-24 months of employment earn 6 hours of paid leave per payday; employees with 25-60 months of employment earn 7 hours of paid leave per payday; employees with 61-120 months of employment earn 8 hours of paid leave per payday; employees with 121+ months of employment earn 10 hours of paid leave per payday. Regular part-time employees working at least 30 hours per week earn annual leave on a pro-rated basis.\*

**HOLIDAY:** Full-time employees are eligible for holiday leave for the following days and additional days as designated by the Board of Directors. Part-time employees are eligible for holiday pay if the holiday falls on a day the employee is scheduled to work.

New Year's Day

Martin Luther King's Birthday

Memorial Day

Independence Day

Labor Day

Thanksgiving Day and the Friday after

Christmas Eve and Christmas Day

CAS' regular working week is 37.5 hours. Non-exempt workers are paid time-and-a-half for hours exceeding 40 hours per week, but overtime must be approved by the employees supervisor.

\*See Policy and Procedure Manual for additional information.