

Benefits Summary 2022

I. Salary/Wage:

Competitive pay, Paid bi-weekly through direct deposit. Annual Cost of Living Increases vary between 0-5% depending on the financial ability of the agency.

II. Retirement Plan:

Employees may make pre-tax or Roth contributions to a 401K Plan. Caracole matches up to 3% of employee compensation. Contributions are vested immediately.

III. Health Plans and other benefits

Health Insurance: Full Coverage for full time employees, spouse and family. United Health Care. Choice of PPO or High Deductible Plan. Employee portion varies from 11% to 25%

Health Savings Account (HSA) in conjunction with High deductible health plan

Flexible Spending Account (FSA) (includes dependent care option) with PPO health plan.

Vision care: Employee paid vision insurance

Dental care: Employee portion 11%/25%

Supplemental Health Plans: Employee paid critical illness, accident and term life plans through Allstate.

Short Term Disability: For medical absence 2 weeks-12 weeks; 60% pay up to \$500/week. Provided at no cost to the employee.

Long Term Disability: For medical absence after 12 weeks; 60% pay up to \$3000/mo. Provided at no cost to the employee.

Life Insurance: \$25,000 policy Provided at no cost to the employee.

Employee Assistance Program: TriHealthEAP provides confidential work-life resources, support and counseling for employees and their family members. Provided at no cost to the employee.

OnDemand: Direct deposit pay advance up to \$500 per pay period (\$1.50 fee)

IV. Paid Time off

Workday is 9-5 with an hour paid lunch time. Flexibility in scheduling and work at home varies with job.

Paid Leave accrues but cannot be taken during 90-day introductory period.

Paid Holidays (11 paid days off per year)

New Year's Eve, New Year's Day	4th of July
Martin Luther King, Jr. Day	Labor Day
Memorial Day	Thanksgiving, Day after Thanksgiving
Juneteenth	Christmas Eve, Christmas Day

Vacation (Prorated for part-time employees) *Accrues at .05/hr.*

Year 1	13 days/year
Year 2-5	18 days/year
Year 6-10	20 days/year
After 10 years	25 days/year

Sick/Family sick leave: 12 days per year (prorated for part time employees). *Accrues at .046/hr*

Bereavement: 3 days for close family member

V. Clinical and Education

Student Loan Services: Nonprofit Loan Forgiveness Program; Loan payoff planning through Fiducius.

Social Work: Continuing Education Credits are available free for many Caracole trainings. Individual and group supervision required to obtain/maintain licensure is provided during the workday.

Training Allowance: up to \$500 training allowance for each staff member annually.

Bonus: One time cash bonus upon completion of accredited degree or certification.

VI. Reimbursements

-When required for the job, Caracole reimburses mileage at IRS rate (.625/mi);

-Up to \$30/mo for your cellphone bill, and up to \$30/mo for your high-speed internet bill if your normal schedule includes remote work from home.

NOTE: See Employee Handbook for full details or ask your supervisor for more information. Some benefits have wait periods associated with them. Restrictions apply as to how benefits accrue and how requests must be communicated and approved.