

CHILD & FAMILY SERVICES

2023-2024 BENEFITS AT A GLANCE

Medical & Dental

- Harvard Pilgrim Health Plans
75% Company Paid for Full Time Employees
60% Company Paid for Part Time Employees
- Includes Prescription & Vision Benefit
- Delta Dental - 100% Employee Paid

EyeMed Vision Plan

- Employee, Employee + Spouse, Employee + Child & Family Plans Available

Time Off

- Vacation: Accrue 2 weeks vacation within 1st year, 3 weeks after 3 years, 4 weeks after 5 years and 5 weeks after 20 years
- Personal Time - 2 Days Per Year (Jan/July)
- 10 Paid Holidays
- Earned Time (FFS Only)

Sick & Disability Benefits

- Sick Time - 12 days per year
- Company Paid Long Term Disability, AD&D and Life Insurance
- Worker's Compensation

Retirement Plan

- 401k Automatic Enrollment at 4% - CFS will match the first 1% at 100% and up to 6% at 50% (eligible after 30 days of employment)

Reimbursement Accounts

- Medical Flexible Spending Account
- Dependent Care Flexible Spending Account

Educational Benefits

- Tuition Reimbursement - 50% or Up to \$1,500 Per Calendar Year
- Professional Licensure Reimbursement
- Free Clinical Supervision
- PSLF Program Eligible

Leave of Absences

- FMLA
- PFML
- Small Necessities Act
- Domestic Violence Leave
- Military Leave
- Military Family Leave

Other Benefits

- 24 Hour Travel Assistance
- Employee Assistance Program
- Mileage Reimbursement
- Malpractice Insurance
- Discounted Healthtrax Gym Membership
- Employee Appreciation Events & Awards