

dfs Benefit Information

PAID TIME OFF

After the completion of three (3) months of employment, employees receive the equivalent of three (3) paid days off. After the completion of six (6) months of employment, employees then receive the equivalent of three (3) more paid days off. These six (6) days must be used prior to the annual evaluation date.

After one (1) + year of employment, employees receive the equivalent of 11 paid days off. After the completion of three (3) + years, employees receive the equivalent of 16 paid days off. After the completion of five (5) + years, employees receive the equivalent of 21 paid days off. After the completion of ten (10) + years, employees receive the equivalent of 26 paid days off.

All paid time off must be used before an employee may take time without pay.

MAJOR MEDICAL INSURANCE

This benefit is offered to full-time staff (35 or more hours per week.) Employees electing major medical coverage will be responsible for a payroll deduction of \$40 each pay to cover partial cost of coverage. Family coverage can be purchased through a payroll deduction.

VISION INSURANCE

This benefit is offered to staff who work 25 hours or more a week, at no charge for the employee. Family coverage can be purchased through a payroll deduction.

PAID HOLIDAYS

Direct Care Staff are paid 2 times their hourly rate for hours worked on major holidays and 1½ times their hourly rate for hours worked on minor holidays.

LIFE INSURANCE

A \$10,000 life insurance policy is provided to staff who work 25 hours or more per week.

SHORT TERM WEEKLY DISABILITY

Provided to staff who work 25 hours or more a week. This is based on salary with a maximum of \$200 per week.

RETIREMENT

dfs utilizes Vanguard Funds for their retirement. Employees can voluntarily contribute to a fund of their choice through a payroll deduction. At the end of our fiscal year, if funds are available, a discretionary contribution is made to eligible employees. The eligibility is determined by the plan administrator.