

dFs Benefit Information

PAID TIME OFF

3 days awarded after 3 months of employment
3 days awarded after 6 months of employment
11 days awarded after completing 1 year of employment
16 days awarded after completing 2 - 4 years of employment
21 days awarded after completing 5 years and each year thereafter

PAID HOLIDAYS

Direct Care Professionals 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.

MAJOR MEDICAL INSURANCE & DENTAL INSURANCE

This benefit is offered to full-time staff (35 or more hours per week.) Family coverage can be purchased through a payroll deduction.

VISION INSURANCE

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

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.

LIFE INSURANCE

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

RETIREMENT – 403(b) and Retirement Plan

Employees can voluntarily make a pre-tax contribution to a 403(b) account, to a Vanguard fund of their choice, through a payroll deduction. dFs also makes an annual contribution to a plan account for eligible employees.

EDUCATIONAL LEAVE

dFs supports employees in obtaining further education which pertains to their employment. Leave to attend approved courses is provided per agency guidelines.

RECRUITMENT INCENTIVE

It is the policy of dFs to encourage the practice of having current employees recruit new providers and employees. Recruitment incentives are awarded up to \$200 per referred employment following our recruitment incentive policy.

RECOGNITION AND AWARD PROGRAMS

dFs has an number of employee recognition and award programs including: Star of the Month, Suggestion Box, Retention Committee awards.

BONUSES – Merit bonuses and retention incentives are awarded to employees as per agency guidelines and pending availability of funds.