



SUMMARY OF BENEFITS

The Diocese of Santa Rosa is committed to providing a strong benefits package as part of the total compensation program for its employees. The Diocese divides its work force into three statuses: Less than 20 hours per week, 20 to 29 hour per week and 30 or more hours per week. Benefits are provided as follows:

Less than 20 hours per week employees receive statutory benefits of Social Security, Workers Compensation, State Disability Insurance, (if the entity participates), Unemployment Insurance and sick pay.

20 or more hours per week employees are entitled to the following benefits *and must be provided to all employees at the time they become eligible*:

- **Employer paid Benefits**
 - **Defined Contribution (DC) Retirement Plan:** A base level contribution of 5.5% of employee's wages is made to the employee's individual account at OneAmerica by the employee's location after satisfying a waiting period of 12 months of service working at 20 or more hours per week for at least 9 months of the year. Full vesting occurs at this time.
 - In addition to the base level, the location makes **Transition Contributions** until 6/30/2021 for employees who were at least age 40 with 10 or more years of diocesan service on 7/1/2014 as noted on page 7 of the Lay Employee Benefits Guide.
 - **Life Insurance:** A life insurance plan is provided through SunLife Assurance Company of Canada. This includes life insurance and accidental death and dismemberment policies (death benefit only, no cash value), each with a value of twice the annual salary rounded to the next higher multiple of \$1,000 (maximum policy \$100,000). At age 65 the benefit is reduced to 65%, and at age 70 is reduced to 50%. Also included with this benefit are travel emergency services and identity theft protection.
 - Paid vacation and holidays, as described in the Diocesan Employee Handbook (pages 19 to 23).
- **Employee optional benefits (paid by the employee as payroll deductions)**
 - **403(b) Traditional:** Employees may make voluntary *pre-tax contributions* via payroll deductions to employee's individual account at OneAmerica. Funds contributed to this account will be taxed upon withdrawal. Employee loans for safe harbor hardship reasons are allowed from this plan.
 - **403(b) Roth:** Employees may make voluntary *after-tax contributions* via payroll deductions to employee's individual account at OneAmerica. Funds are not subject to tax upon withdrawal.

Note: Contributions to both plans are based on Federal law limits depending upon age. There is no waiting period for these benefits and employees can enroll and make changes during the year. Employees can contribute to either account or both up to the federal law limits depending upon age.

30 or more hours per week employees are entitled to the following:

- All benefits mentioned above, plus
- **A Bundled Health Coverage Package** subsidized by employer and employee pre-tax payroll contribution.
 - Includes medical, prescription, dental, vision and other supplemental coverage.
 - It is available through the Reta Trust for eligible lay employees, their dependents, and deacons employed by the Diocese.
 - Employees can only enroll at the time they become eligible and make changes during open enrollment unless there is a qualifying life event according to Section 125 of the IRS code.
 - Dependent coverage is fully paid by the employee as pre-tax payroll deduction.

Please note:

- Employees must be scheduled to work regularly and customarily at least the number of hours indicated in each work status.
- All Diocesan benefits are effective on the 1st of the month coinciding or next month following eligibility date.
- *This is only a summary of all benefits. For detailed information, including complete plan booklets, please see the Diocesan website at www.srDiocese.org under Offices/Administration/Links Lay Employee Benefits.*