







The Family Place 2022 Benefits Summary for New Employees

Full Time Employees, 37.5 hours or more per week

Health, Dental and Vision Insurance					
The Family Place pays:	Employee pays:				
<p>Health Insurance Option # 1 EPO (Exclusive Provider Organization) United Healthcare PPO Employer pays monthly: The Family Place contributes \$538.33 monthly towards the Employee Only portion of the premium. <i>(Coverage begins the first of the month, following 30 days of employment)</i></p>	<p style="text-align: center;">Health Insurance Option # 1 United Health Care PPO</p> <p>Employee pays semi-monthly: Employee only: \$135.58 Employee & Spouse: \$449.45 Employee & Child(ren): \$370.59 Employee & Family: \$680.53</p> <div style="text-align: right;"></div>				
<p>Health Insurance Option # 2 EPO (Exclusive Provider Organization) United Health Care HDHP (High Deductible/High Premium) Employer pays monthly: The Family Place contributes \$563.80 monthly towards the Employee Only portion. <i>(Coverage begins the first of the month, following 30 days of employment)</i></p>	<p style="text-align: center;">Health Insurance Option # 2 United Health Care HDHP (High Deductible/High Premium)</p> <p>Employee pays semi-monthly: Employee only: \$28.60 Employee & Spouse: \$290.85 Employee & Child(ren): \$231.22 Employee & Family: \$465.58</p> <p><i>Bonus! – TFP adds \$20 per month to your H.S.A. account for participating in the HDHP; you must contribute at least \$5 dollars to your account to receive this benefit.</i></p> <div style="text-align: right;"></div>				
<p>Dental Insurance – MetLife PPO <i>Annual Benefit Maximum: \$1,000</i> <i>Annual Deductible: \$50 - Individual</i> Employer pays monthly: The Family Place contributes \$8.23 toward your monthly dental premium.</p>	<p style="text-align: center;">Dental Insurance – MetLife PPO</p> <p>Employee pays semi-monthly: Employee only: \$12.82 Employee & Spouse: \$34.99 Employee & Children: \$32.60 Employee & Family: \$56.86</p> <div style="text-align: right;"></div>				
<p>Vision Insurance – EyeMed Employer pays monthly: 0%</p>	<p style="text-align: center;">Vision Insurance – EyeMed</p> <p>Employee pays semi-monthly: Employee only: \$3.21 Employee & Spouse: \$6.10 Employee & Children: \$6.42 Employee & Family: \$9.44</p> <div style="text-align: right;"></div>				
Benefits Provided at No Cost to You					
<p>Basic Life Insurance and AD&D Insurance Short Term Disability (STD) through UNUM Long-Term Disability (LTD) through UNUM Employee Assistance Program (EAP) Assist America Travel Assistance Direct Deposit (up to 2 accounts) Alight Professional Health Services* (<i>health care advocate for you</i>) <i>*(when enrolled in one of The Family Place medical plans)</i></p>					
Your Retirement					
<p>Retirement – 403b through Bank of Texas: The Family Place is pleased to provide an avenue for you to save for your future! Employees are eligible to contribute to the retirement plan on day 1 of employment. The Family Place will contribute to your retirement based on your tenure with the agency:</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding: 0 10px;">0-2 Years</td> <td>50% up to 3%</td> </tr> <tr> <td style="padding: 0 10px;">3+ Years</td> <td>100% up to 3%</td> </tr> </table>		0-2 Years	50% up to 3%	3+ Years	100% up to 3%
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3+ Years	100% up to 3%				

Supplemental Benefits

Pet Insurance through Nationwide Insurance: The cost is dependent on the play you choose, type of animal, age of animal, etc. **Monthly premiums range from \$17 to \$33 per pay-period, depending on what benefit options you choose.**

Accident and Critical Illness Insurance through UNUM: This supplemental insurance is designed to help you offset the financial effect of a catastrophic accident or illness with lump sum benefits paid out to you. **The monthly premiums depend on what benefit options you choose.**

Hospital Indemnity through UNUM: **Helps out of pocket expenses not covered on medical such deductibles, co-pays, co-insurance, etc. Monthly rates depend on your age and whether or not you cover yourself only or your children and spouse.**

Flexible Spending Accounts (FSA): **This account can be used with the PPO Health Insurance and you can contribute a minimum of \$100 dollars, up to a maximum of \$2,850 for individuals**

Dependent Care Reimbursement Accounts: **This account can be used to pay for child-care expenses up to age 13 years and adult day care for an elderly parent if you claim them as a dependent. Employees can contribute a minimum amount of \$100 up to \$5,000 dollars.**

Health Savings Account (H.S.A.): **This account can be used with the HDHP (High Deductible Health Plan) and you can contribute up to \$3,650 for self and \$7,300 for family, which includes The Family Place contribution of \$20 per month. You must contribute a minimum of \$5.00 dollars per pay period.**

Paid Parental Leave

The Family Place will provide up to six (6) weeks of paid parental leave to full time, eligible employees, following the birth or adoption of an employee's child. The purpose of the paid parental leave is to enable employees to care for and bond with a newborn or newly adopted child. Employees qualify for this benefit when they have been with TFP for one full year.

2022 Paid Holidays

MLK's Birthday, 1.17	Memorial Day, 5.30	Independence Day, 7.4	Labor Day, 9.5
Thanksgiving Day, 11.24	Day After Thanksgiving, 11.25	Christmas Eve, 12.23 <i>(agency observed on Friday)</i>	Christmas Day, 12.26 <i>(agency observed on Monday)</i>
New Year's Day, 12.30 <i>(agency observed on Friday, December 30th)</i>			

Vacation Accrual

Time Frame	Accrue Monthly	Hourly Annually	Maximum Annual Accrual	Maximum Rollover
Year 1	1.68 hours each pay period	40 hours/5 days	40 hours	24 hours
Year 2	3.36 hours per pay period	80 hours/10 days	80 hours	48 hours
Years 3-4	5 hours per pay period	120 hours/15 days	120 hours	80 hours
Years 5 and beyond	7 hours per pay period	168 hours/21 days	168 hours	120 hours

Sick Leave Accrual

Time Frame	Accumulate per pay period (24 pay periods)	Hours annually	Maximum Annual Accumulation	Maximum Rollover
Anytime	4.5 hours per pay period	108 hours	108 hours (13.5 days)	108 hours

YDYD "You Do You Day"

4 YDYD's provided if you are hired between January 1 through March 28th
 3 YDYD's provided if you are hired between April 1st through June 30th
 2 YDYD's provided if you are hired between July 1st through September 30th
 1 YDYD's provided if you are hired between October 1st through December 31st

Please understand that this general explanation is not intended to, and does not, provide you with all the details of TFP benefits.