



## Benefits At a Glance

Community Food Share offers the following benefits for all regular full-time and part-time employees working a minimum of 24 hours per week. Benefits start on the first of the month following hire date.

BENEFIT	Premium for Full Time	Premium for Part Time	Description/Eligibility
<b>Health Insurance</b> Kaiser Gold HMO 0/20 RX Copay Kaiser Gold HDHP 1750/30 w/HSA	CFS pays 95% Employee pays 5% HSA is voluntary	Prorated based on the number of hours worked in the week HSA is voluntary	2 plans offered through Kaiser Health Dependents at employee cost
<b>Dental Insurance</b> Delta Dental PPO Plus Premier Dental Plan 4C	CFS pays 100% Employee pays 0	Prorated based on the number of hours worked in the week	1 plan offered. Dependents at employee cost
<b>Vision Insurance</b> VSP Choice Voluntary Vision Plan	Voluntary- employee pays 100%	Voluntary - employee pays 100%	1 plan offered
<b>Basic Life Insurance \$15,000</b>	CFS pays 100% Employee pays 0	CFS pays 100% Employee pays 0	Dependents not eligible
<b>Voluntary Life Insurance Buy Up</b>	Employee pays 100%	Employee pays 100%	Dependents not eligible
<b>FAMLI - Short Term Disability</b>	CFS pays 100% Employee pays 0	CFS pays 100% Employee pays 0	Dependents not eligible
<b>EAP Plans:</b> Kaiser Health & Wellness MagellanAscend	CFS pays 100% Employee may have costs	CFS pays 100% Employee may have costs	Dependents eligible through Kaiser only
<b>Voluntary Colonial Life Insurances</b> – Accident, Cancer, Critical Illness, Whole Life, Pet	Employee pays 100%	Employee pays 100%	Dependents are eligible
Supplemental Pay	Full Time	Part Time	Description/Eligibility
<b>Incentive Award</b> – Quarterly or Semi Annual	Performance based incentive award for hourly and salaried staff – may be quarterly or semiannual pay out depending on goals or tasks	Performance based incentive award for hourly and salaried staff – may be quarterly or semiannual pay out depending on goals or tasks – prorated accordingly	All regular status staff prorated based on start date. Performance based with quarterly or semiannual review cycle.
<b>Matched SIMPLE IRA</b>	Employee contributes up to 3% of annual pay – we match up to 3% of annual pay	Employee contributes up to 3% of annual pay – we match up to 3% of annual pay	100% vested from first day of employment



## Benefits At a Glance

Community Food Share offers a generous Paid Time Off benefit for all regular full-time and part-time employees working any schedule during the work week. Benefits start accruing on the date of hire.

Benefit	Full Time	Part Time	Description/Eligibility
<b>Personal Holiday</b>	8 hours to be used as one full day in the calendar year	Prorated based on hours worked in the week	All employees are eligible immediately. Must take all hours on one day in work week before calendar year end.
<b>Paid Time Off</b>	Up to 20 days or 160 hours years 1 through 3	Prorated based on hours worked in the week	All employees are eligible immediately. Carries over annually
<b>Paid Sick Time</b>	10 days per year or 80 hours each year	Prorated based on hours worked in the week	All employees are eligible immediately. Includes additional bereavement time and inclement weather rules.
<b>Paid Holidays</b>	8 hours per holiday, up to 9 holidays in a year	Prorated based on scheduled days and hours worked in work week	All employees are eligible immediately
<b>Paid Volunteer Time</b>	8 hours annually	8 hours annually	All employees are eligible immediately
<b>Paid Bereavement Time</b> per occurrence	5 days immediate family 2 days extended family	Prorated based on hours worked in the week	All employees are eligible immediately. See HR for details
<b>Doctor's Appointments</b>	Up to 4 hours per month paid time to visit the doctor	Up to 2 hours per month paid time to visit the doctor	All employees are eligible immediately. See HR for details
<b>Leave through FAMILI:</b> Baby bonding, adoption, serious health condition (family or self), domestic violence, military service, military caregiver	Determined by Colorado FAMILI	Determined by Colorado FAMILI	May depend on tenure. ALIGNED WITH COLORADO FAMILI STATUTE.