



Employee Benefits Summary 2022
updated 9/20/22

Family Connections Centers (FCC) recognizes the value of benefits to employees and their families. To encourage and support the health, well-being, and work/life balance of our employees, FCC offers a comprehensive and competitive benefits program. Benefits, subject to eligibility, include:

HEALTH

- **FCC pays 100% of the employee-only plan premium cost** for eligible regular full-time (FT) employees enrolled in the FCC's designated Medical and/or Dental and/or Vision Plans. Dependent and spouse/domestic partner coverage is available to eligible employees. If added, the employee is responsible for the added premium cost.
 - Health Insurance Kaiser Permanente
Platinum 90 HMS 0/20 + Children Dental Alternate
Includes: Chiropractic, Acupuncture, RX, Adult & Pediatric Vision
 - Dental Insurance MetLife Dental - Up to \$2,000 per year
 - Vision Insurance VSP Choice
 - Benefits Assistance Paychex BalanceWorks®
- **Flexible Spending Accounts** allows for use of pre-tax dollars for eligible out-of-pocket health care expenses and dependent care costs, up to \$2,750 per year.
- **Employee Assistance Program (EAP)** is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. Services include confidential no fee legal and financial counseling sessions, and is accessible via app, call, or web for ease of engaging.
- FCC has mandatory vaccination and booster requirements for staff and implements mitigation strategies for **healthy and safer workplaces** including high grade HVAC air filtration, regular deep cleaning and sanitizing of facilities, outdoor spaces for programs, PPE provisions, and Covid-19 rapid test availability.

COMPENSATION

- FCC prioritizes **fair and competitive pay**, generally based on similar non-profit and/or regional organizations. Employees receive statutory benefits through payroll deductions, including a federal payroll tax imposed on both employees and employers to fund Social Security and Medicare, State Disability Insurance, State Unemployment Insurance, and other legally mandated benefits including Worker's Compensation Insurance and Paid Sick Leave.
- FCC provides a company-sponsored **403(b) tax-sheltered retirement program**. Employee contributions are set by the individual and **FCC matches up to 3% of wages**.
- FCC provides a **telecommunications stipend and equipment** including laptops, ergonomics supplies, IT accessories, etc.

PROFESSIONAL DEVELOPMENT

- FCC values a culture of learning and is committed to staff training and **professional development**. Paid attendance and cost reimbursement for agency-determined reasonable mandatory and/or elective courses and job-related trainings is available.
- **Education stipends** and paid time are available to employees engaged in furthering their educational journey related to their work.
- FCC provides **individualized coaching** to strengthen professional aptitude and skills, as well as help mitigate professional stresses and develop areas of growth.
- Company-sponsored **team building activities and events** foster positive connections and trust, increase collaboration, boost morale, lower stress, and stimulate creative thinking.

WORK/LIFE BALANCE

FCC strives to provide a safe, supportive, and positive environment for the well-being of the whole employee.

- **14 Paid Holidays** including Martin Luther King Jr. Day; Memorial Day, Juneteenth, Fourth of July, Labor Day,

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Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, 3 days in-between Christmas and New Years, New Year's Eve Day, and New Year's Day.

- Regular full-time employees accrue **vacation** based on hours work, up to 10 days in Year 1, 15 days in Years 2-3, up to 20 days in Year 4-5; and 25 days in Years 6 and over. Accruals are subject to a maximum cap and prorated based on hours worked.
- **Sick hours** are accrued based on hours worked, up to 10 days or 80 hours per year, capped at 160 hours.
- **Remote and hybrid working options** may be made based on position or need, with approval by supervisor.

Benefits Eligibility:

1. Health Plans: Regular full-time and part-time employees assigned to work a regular schedule of twenty-four (24) or more hours per week, and their qualified dependents (including domestic partners) are eligible to participate in FCC's health, vision and dental insurance plans starting on the first day of the calendar month following their hire date.
2. Flexible Spending Account: Regular full-time employees and regular part-time employees regularly scheduled to work 16 or more hours per week.
3. Employee Assistance Program: All FCC employees (except temporary agency personnel, students or interns).
4. Pay and rewards: Applicable to All FCC employees (excludes temporary agency, students or interns).
5. Professional Development: Applicable to regular full-time employees and regular part-time employees, subject to minimum number of hours worked per week.
6. 403(b) Plan: Applicable to all employees, with the exception of outside agency personnel, subject to minimum contribution levels and/or all other plan eligibility requirements.
7. Paid Holidays: Regular full-time employees and regular part-time employees regularly scheduled to work 16 or more hours per week, subject to schedule requirements (see Employee Handbook).
8. Sick Leave – FCC Plan: Applicable to regular full-time employees.
9. Sick Leave – Statutory Plan: Applicable to regular part-time employees (regularly scheduled to work less than 30 hours per week) and temporary employees.
10. Statutory Benefits: All employees. Employees covered under the FCC Sick Leave Plan are not additionally covered under the statutory sick leave plan.

This is a summary of benefits solely for the convenience of highlighting benefit offerings to employees. Any discrepancies between this summary and the benefit and/or the employment policies of FCC will be guided by the plan documents and/or the employment policies. Information may be subject to change without notice.

Family Connections Centers exists to develop strong, healthy families and to build thriving communities. Family Connections Centers provides opportunities for people of different backgrounds to work together cooperatively, sharing cultures, values, knowledge and resources.

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