

# BENEFITS SUMMARY

At FosterAdopt Connect, we care deeply about our staff. We prioritize providing comprehensive benefits aimed at supporting them in both their personal and professional lives.

## OUR COMPREHENSIVE BENEFITS PACKAGE INCLUDES:

- Medical and dental insurance with 80% of monthly premiums covered for employee and dependents.
- Vision insurance with 100% of monthly premiums covered for employee and dependents.
- Health Reimbursement Account (\$4,000 reimbursement for individual plans and \$7,500 reimbursement for family plans).
- Life insurance and long-term disability provided at no-cost to employee.
- Voluntary life and short-term disability options available.
- 403(b) retirement plan with up to a 6% employer match.
- Flexible Spending Account with medical expense and dependent care options.
- Employee Assistance Program with 8 annual visits 100% covered.
- Generous PTO including holidays, birthday, and work anniversary.

### Full-time PTO

- First year of employment - 80 hours
- Second through third year - 120 hours
- Fourth through sixth year - 160 hours
- Seventh through tenth year - 200 hours
- Eleventh year and higher - 240 hours
- 40 hours of sick leave

### Part-time PTO

- 40 hours of vacation
- 20 hours of sick leave

### Holidays

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Presidential and Mid-Term Election Day
- Thanksgiving Day
- Christmas Eve (*half day*)
- Christmas Day through New Year's Day\*
- Indigenous Peoples' Day
- Employee's Birthday (*applies to salary staff only*)
- Employee's Work Anniversary (*applies to salary staff only*)

**TOTAL OF 252 HOURS OF PAID LEAVE IN FIRST YEAR!**

\*FosterAdopt Connect offices do a soft closure from Christmas Day through New Year's Day

**COST PER PAYCHECK** (Please note, rates are effective through December 31, 2024. The 2025 rates are subject to renewal):



**MEDICAL**  
Employee Only - \$80.71  
Family - \$230.78



**VOLUNTARY LIFE**  
Employee pays 100%



**DENTAL**  
Employee Only - \$2.88  
Family - \$9.43



**SHORT-TERM  
DISABILITY**  
Employee pays 100%



**VISION**  
FAC PAYS 100%



**LONG-TERM  
DISABILITY**  
FAC PAYS 100%



**BASIC LIFE**  
FAC PAYS 100%



**MEDICAL  
TRANSPORTATION**  
Employee pays 100%

**Premiums paid on your  
behalf by FosterAdopt  
Connect annually:**

**\$8,879.78**  
Employee Only

**\$25,280**  
Family

For more information, please contact **Pam Hulse**, Director of Human Resources & Administration, at **816-350-0215** or [pamela.hulse@fosteradopt.org](mailto:pamela.hulse@fosteradopt.org)

