

Full Time  
Benefits  
Package!



Medical, Dental, Vision,  
Life, FSA, Aflac

You are eligible  
to enroll on the  
1st of the month  
AFTER 30 days!

### Medical

CFH offers a range of medical insurance plans to choose from through [CalChoice](#). Our current base plan is Kaiser Gold HMO B; we are proud to cover 95% of this monthly premium. More plans are available for an additional cost, or at no cost at all based on your healthcare needs. Coverage for spouses (no premium discount) and dependents (age-based premium discount) is available. HR will be in touch to discuss your options.

### Dental

CFH offers a fully covered dental plan through [Principal](#). Coverage for family is available at an additional cost. If you enroll, you're also eligible for Group Term Life Insurance with a benefit of up to \$10,000, fully covered by CFH.

### Vision

Optional add-on vision plans are available through [CalChoice](#) for an additional monthly cost.

### HC/DC FSA

Flexible Spending Account (FSA) is included with CalChoice through [Health Equity](#). Select a pre-tax amount to set aside for healthcare and/or dependent care expenses.

### Aflac

[Aflac](#) optional supplemental insurance plans are available for an additional monthly cost.

401(k) Matching  
& EAP

### 401 (K)

CFH offers a traditional 401(k) tax deferral retirement savings account through [PAi](#). We match your contribution up to 4%! A Roth 401(k) option is also available. You are eligible to participate on the 1st of the month after 90 days. Lookout for your enrollment email; you will be auto-enrolled at 2% unless you take action.

### EAP

Employee Assistance Program is offered through [Magellan Healthcare](#) to support employees and their families with mental health counseling, financial and legal planning, discount deals, and much more. Call: 1-800-588-8412  
Employer: Principal Core

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## Paid Time Off

### Vacation

After 90 days, you accrue vacation leave at a rate of **3.33 hours per pay period (60 hours/year)**. After 1 year, you accrue **5 hours per pay period (120 hours/year)**.

\*Balance is capped at 120 hours.

### Sick

At 90 days, **160 hours** of sick time are available to use annually (**80 hours** if starting after June 1st). This also covers mental health days, caring for ill family members, and medical appointments.

\*Renews every Jan. 1

### Holiday

Upon hire, you will receive **8 hours** of Holiday Pay for Coalition holiday closures that fall within your regular schedule - **10 holidays annually!** Hourly staff will receive overtime if working on a holiday.

### Holiday List

1. New Year's Day
2. MLK Jr. Day
3. Presidents' Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Thanksgiving
8. Day After Thanksgiving
9. Christmas Eve
10. Christmas Day
11. Floating Holiday #1
12. Floating Holiday #2

### Bonus

An additional **2 Floating Holidays (16 hours)** of your choice are available after 90 days. Bereavement leave and jury duty are also covered for select periods of time.