



DIOCESE OF SPRINGFIELD IN ILLINOIS

FRINGE BENEFITS SUMMARY FY2018-2019

For full detail on all benefits and rates, visit the Diocesan Office for Insurance and Benefits website, www.insurance.dio.org or contact Michael Kelly, Associate Director.

Parishes provide benefits to qualifying lay personnel as follows:

- a. Basic Life Insurance
- b. Cafeteria Plan: optional participation for employee insurance.
 - Health (employee/dependent/spouse)
 - Dental (employee/dependent/spouse)
 - Vision (employee/dependent/spouse)
 - Voluntary Life (employee/dependent/spouse)
 - i. *Note: On pre-tax VTL, the proceeds to the beneficiary are taxable.*
 - AFLAC Cancer, Disability, Intensive Care policies
- c. 403(b) Plan (Optional participation) — The Standard
- d. Lay Employee Pension Plan (parish pays in November 2018)
- e. Workers' Compensation (rate determined annually proportionate to the claims paid)