



Diocese of Springfield in Illinois

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Office for Insurance and Benefits

Fringe Benefits Summary FY 2020-21

For full details on all benefits and rates, visit the Diocesan Office for Insurance and Benefits website at insurance.dio.org or contact Michael Kelly, Laura Weakley or Patrick Ketchum

Parishes provide benefits to qualifying lay personnel as follows:

Basic Life Insurance – Term life insurance for employees who work at least 30 hours per week as a full-time employee. This benefit is paid by the parish/school.

Cafeteria 125 Plan – Health, dental and vision coverages that employees enroll in can have premiums withheld from payroll on a pre-tax basis. Optional for employees working 30 hours per week.

Voluntary benefits – Voluntary term life insurance (full-time 30 hours per week) and Aflac supplemental policies (20 hours per week or more) that employees choose to sign up for will have their premiums withheld on a post-tax basis.

403b plan – Employees will have contributions to their 403b retirement accounts withheld on a pre-tax basis. Optional for employees working 20 hours per week or more.

Lay Employee Pension Plan – The parish/school will be invoiced for the pension for any person who earns a year of service. A year of service is earned by anyone who works 900 hours or more during a calendar year.

Workers' Compensation – All W-2 employees are covered under the workers' compensation insurance.