

BENEFITS PACKAGE

Flexible Benefits “Cafeteria” Plan - This plan offers employees the opportunity to choose benefits from the following list of options. By choosing among these benefit options, employees are able to eliminate unwanted coverage and select alternatives that meet their specific needs. Full-time and part-time regular and academic employees will be given benefit dollars each year by Community Action. Employees can use their benefit dollars (along with their own money) to enroll in any of the following benefit plans offered.

- **Excellus BCBS Health Insurance (Option of 3 high deductible plans)**
- **Guardian Dental Insurance**
- **Guardian Vision Coverage**
- **Guardian Term Life and Accidental Death & Dismemberment Insurance**
- **Guardian Optional Life Insurance with Portability**
- **AFLAC Accident and Cancer Insurance**
- **Medical (or Dependent Care) Flexible Spending Accounts**
- **Health Savings Account**
- **401(k) Retirement Plan**

In addition to the Flexible Benefits Plan, the agency offers full-time and part-time regular and academic employees the following benefits (unless otherwise indicated):

Paid Vacation

Paid Holidays

Paid Sick Leave

Success Coach

Employee Assistance Program

Tuition Assistance (for Academic Staff only if required for position)

Longevity Days (for Academic Staff only)

Weather Days (for Academic Staff only)

Work Environment Allowance (Maintenance & Weatherization Staff only)

Years of Service Recognition Awards

19% Verizon Wireless Discount

Cobra Continuation of Coverage

Bereavement Leave

Jury & Witness Duty Leave

Unemployment Insurance

Short Term Disability

Workers Compensation

Social Security

Credit Union Membership

Direct Deposit

Staff Training and Professional Development

For further information, contact our Human Resources Department at (315) 782-4900, extension 232 or via email at hr@capjc.org.