



### **Full-time Employee Benefits:**

Family Service Society, Inc offers robust benefit options to help you maintain overall health and well-being.:

- Medical – 4 different plans are offered to allow employees to choose the right coverage for them
- Dental
- Vision
- Flex Spending Accounts
- Life Insurance– All employees who work 20 hours or more per week are given 1x their annual salary in life insurance at no cost to the employee
- Optional Life Insurance – employees may opt for additional life insurance coverage for self and family members
- 401(K) FSS will match 100% of the first 2% an employee designates to the account. There is a 3-year vesting period for the matched 2%

In addition to these benefits full-time employees are given a generous amount of paid time off.

- Vacation: Full-time employees (35 hours/week) accrue 4 hours/pay period vacation leave time.
- Sick: Full-time employees (35 hours/week) accrue 3.25 hours/pay period sick leave time.
- Floating holidays: Floating Holiday time is a paid absence from work necessitated by private matters. A full-time employee is entitled to 14 work hours per anniversary year.
- Personal Time: Personal Leave Time is a paid absence from work necessitated by private matters. A full-time employee is entitled to three (3) days (21 work hours) per anniversary year.
- Family Service Society, Inc. recognizes 10 paid holidays throughout each year.

### **Part-time Employee Benefits (20-34 Hours):**

- Vacation, Sick, Floating Holidays, Personal Time accrued per hours worked
- 401(K) Match
- Life Insurance
- Optional life insurance

### **Benefits for All Employees:**

- Employee Assistance Program
- New York Paid Sick Leave
- Staff Recognition Program

