

Annual Leave*

10 days after 1 year
15 days after 10 years
20 days after 20 years

**Does not apply to the Catholic School System*

Medical Leave

1 day per month cumulative to 90 days

Holidays*

15 paid holidays *includes Birthday and Date of Hire Anniversary*

**Does not apply to the Catholic School System*



Philosophy

Employees of the Diocese embrace the teachings of the Catholic Church in the spirit of Vatican II. The ideal is to incorporate these teachings in all areas of life and ministry. Where it may not be a requirement that an individual be a Catholic for a given position, it is necessary for the individual to espouse the philosophy and expectations for the employees of the Diocese of Houma-Thibodaux.

Diocese of Houma-Thibodaux

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Diocese of Houma-Thibodaux

EMPLOYEE BENEFIT SUMMARY



Tel: (985) 850-3115

Major Medical Health Care Insurance

Deductible:

PPO—\$600 per person; \$1200 per family
NONPPO—\$ 1200per person; \$2400 per family

Co-Insurance:

80% PPO after deductible

60% NON PPO after deductible

Out-Of-Pocket:

(Per calendar year and excludes deductible)

\$1200—PPO

\$Unlimited—NON PPO

Doctor Co-Pay:

PPO—\$30; then 100% up to \$150

NON PPO—60% (deductible applies)

Urgent Care Facility

PPO—\$50; then 100% up to \$150

NON PPO—60% after deductible

Prescription Drug Benefit:

**\$100 deductible applies

Tier 1: Generic—**\$10 or 20%**.

Tier 2: Brand Name within formulary—**\$25 or 20%****

Tier 3: Brand Name outside formulary—**\$55 or 30%****

Tier 4: Life style Drugs—**50%****

Tier 5: Brand Name when Generic Available—**100%****

Dental Insurance:

Maximum Annual Benefit: \$2,000
(other than orthodontic)

Orthodontic Lifetime maximum: \$2,000

Individual Calendar Year Deductible: \$100

Long Term Disability

Pays You...When you are sick, hurt and can't work (for off the job accidents and illnesses)

Pays You...After 180 days of total disability

Pays You...60% of your gross income

Pays You...To age 65

Pays You...TAX FREE Income

Pays You...An additional 20% of your monthly income should your require Long Term Care Assistance

(Note: Long Term Disability is subject to pre-existing conditions)

* Must be benefit eligible.

Life Insurance

All employees covered by the Diocesan medical health plan will receive \$20,000 term-life insurance benefit.

* Also available to Plan B participants

Wellness Benefits

Routine Wellness Examination—100% benefit up to \$400 per calendar year.

Massage Therapy, Chiropractic Care, and/ or Acupuncture—\$10 co-payment Combined with Weight Management, Exercise Program, and/or Smoking Cessation 100% up to \$1500 benefit per calendar year

Annual on-site lab screening—100%

Retirement Program

Tax Deferred Annuity

The Diocese of Houma-Thibodaux and it's location will automatically contribute a percentage of annual salary for employees as follows:

0-9 years of service	2%
10-14 years of service	3%
15-19 years of service	4%
20 + years of service	5%

If an employee chooses the option of Voluntary contributions (min. 2%) the Diocese &/or location will contribute an additional 2% of annual salary.