



CARE
COMMUNITIES

Insurance and Economic Benefits

11/2024



Our Vision and Mission

Our Vision

We envision a community where an affordable home is available to everyone.



Our Mission

To create an equitable and just community through high-quality affordable housing and transformative resident services.

Insurance and Economic Benefits

Our comprehensive insurance and economic benefits package reflects our deep commitment to employee well-being, creating a supportive environment that enables our team to flourish both personally and professionally.



Insurance

Medical Insurance Plan - CARE pays 100% of the premium for the employee on the base plan. Dependent coverage is available at an additional expense.

Health Savings Account (HSA) - CARE offers eligible employees the option to buy down to an HSA plan. CARE will contribute to the difference in premiums from the base plan to the eligible employee's Health Savings Account (HSA).

Dental Insurance Plan - CARE pays 100% of the premium for the employee.

Vision Insurance Plan - Employees are responsible for 100% of the premiums (group rates).

Employee Assistance Program - Counseling and other supportive services are available to employees and their family members free of charge.

Employees are eligible for medical insurance on the first of the month following date of hire.

Insurance

Life Insurance Plan - CARE provides certain insurance coverage at group rates.

Family and Medical Leave Insurance (FAMLI) - CO FAMLI - Private Plan through ShelterPoint provides eligible employees with job-protected, partially paid time off.

Short-Term Disability (STD) Plan - CARE pays for a short-term disability policy that pays two-thirds of the employee's salary for up to 11 weeks.

Long-Term Disability (LTD) Plan - CARE pays for a long-term disability policy that has a \$7,500 max. monthly benefit.

Workers' Compensation - All employees of CARE are covered by workers' compensation insurance as required by law.

Economic Benefits

Employee Assistance Program (EAP) – a program designed to help alleviate workplace issues due to mental health, substance abuse, and personal and workplace issues.

Simple IRA Plan - is a type of tax-deferred employer-provided retirement plan. Employees can choose to contribute; CARE makes contributions. (2% gross income every quarter).

Employee Mileage Reimbursement - Standard Mileage Rate published by the IRS.

Cell Phone Stipends - Monthly cell phone stipend.

Wellness Programming - Ergonomic workspaces, activities, and workshops for a holistic approach to well-being. we promote physical and mental health.

Work-Life Balance

We prioritize a healthy work-life balance, offering hybrid work schedules, paid time off, and paid holidays to optimize productivity and personal well-being.

Hybrid Work Arrangement

Flexible Hybrid schedules

Paid Time Off (PTO)

Maximum Annual Accrual

(Hours/Days)

200 hours/25 days

CARE Communities observes thirteen holidays, including your birthday and an additional holiday chosen by staff vote.

Holidays

New Year's Day

Martin Luther King, Jr. Day

President's Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Break

(Thanksgiving Day, Day after Thanksgiving)

Winter Break

(Christmas Eve, Christmas Day)

Your Birthday

Extra Holiday

Culture of Continuous Learning

We invest in your professional development, providing opportunities for training, skill-building, and advancement within the company.

Our training program equips you with the skills and knowledge to thrive in your role. From comprehensive onboarding to ongoing professional development opportunities, we provide the tools for success.

Professional Development - Whenever possible, CARE supports professional development for its employees and allocates funds for this purpose.

Employee Education Assistance – payment, by an employer, of expenses incurred by or on behalf of an employee for the education of the employee.

Workforce Development Programs - New skill training, job training and company initiatives.

Industry Trainings - Chfa, Yardi, Conferences, etc.

Personal Development

CliftonStrengths Assessment and Coaching Session – Certified Strengths Coach who will help you understand the inherent potential and power within your unique talents. Discover how to apply your strengths and become more effective in embracing your talents in ways that are important to you.

4 DOMAINS OF TEAM STRENGTHS

EXECUTING 执行力	INFLUENCING 影响力	RELATIONSHIP BUILDING 关系建立	STRATEGIC THINKING 战略思维
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Collaboration, Communication and Engagement

Open and collaborative communication is encouraged through regular team meetings, staff meetings, and accessible management.

Bi-weekly 1:1 with Manager
Annual Performance Assessment
3 Month Performance Assessment (New employee)
Department Team Meetings
Monthly Staff Meetings
Staff Outings
Wellness Programing
Resident Events
Holiday Party
Open Board Meetings