

Diocese of Dallas Policy on Group Health Insurance

“Entity” means any diocesan entity (parishes, parochial schools, diocesan high schools, the seminaries, St. Joseph’s Residence, Inc., Texas Catholic Newspaper and Calvary Hill Cemetery).

All Full Time Employees (defined below) of any Entity are eligible to participate in the Diocesan Group Insurance Plan. All Priests of the Diocese and priests that are externs serving in an Entity or religious order priests serving in an Entity participate in the Plan also. The Plan is a comprehensive self-insured group insurance plan managed by the Diocese and administered by a third party administrator for claims processing and Plan documentation).

No Entity may provide any additional insurance or other benefits to employees without prior written approval from the Diocesan Director of Human Resources.

“Full-time” means 30 hours or more per week or full-time contractual school employees.

The Plan provides medical, prescription, dental, group term life and short-term disability benefits to eligible employees and dependents, and includes appropriate co-pays, deductibles and caps on annual out-of-pocket expenses.

The costs of the Plan are determined annually and invoiced by the Pastoral Center Business Office monthly to each Entity. The Entities pay all of the Plan’s costs for employees and priests. Employees must pay for any and all elective benefits, including the costs for any eligible dependents that the employee elects to enroll. This is done via payroll deductions. The Entity is prohibited from paying for any elective benefits for employees.

Participants in the group insurance plan are also eligible to voluntarily participate in the Diocesan-wide Section 125 Flexible Benefits Plan.

The Plans’ features, benefits and costs are provided through the Pastoral Center Human Resources Office, and are reviewed and revised annually.

For more details, contact the Office of Human Resources at the Pastoral Center.