



Diocesan Employee Benefit Program

As a Ministry of the Diocese of Oakland, we offer to members of our Diocesan community employee benefits on funeral, cremation and cemetery services.

- Allowances are available for Oakland Diocesan clergy and actively working, full-time and part-time (not temporary) employees of the Diocese.
- Religious Orders: Allowances may not apply for members of religious orders. Such arrangements are handled on a case-by-case basis subject to discretionary approval beforehand (i.e., prior to any arrangements being made or committed to by any party) by CFCS Management.
- Former Diocesan Employees
 - o Former employees who have retired in good standing from the Diocese may be eligible for some allowance relating to their own burial arrangements, subject to discretionary approval beforehand by Management.
 - o Former employees who resigned or were otherwise released from employment, are not eligible.
- Allowances apply only to funeral and cremation services and products, as applicable, (collectively "Funeral Services") provided by Holy Angels Funeral and Cremation Services and only to cemetery burial rights, services and products, as applicable, (collectively "Cemetery Services") provided by CFCS.
- Allowances have no cash value and are non-transferable.
- Burial rights to graves, crypts and niches (Burial Spaces) are subject to availability at each Catholic cemetery location.
- Discounts and prices are subject to change without notice.
- Employees married to each other may only purchase jointly, not separately.
- Cathedral of Christ the Light Mausoleum: The allowances below may apply; however, all allowances relating to interments in the Cathedral Mausoleum are subject to Management's discretionary approval beforehand.
- Other discounts or allowances -- such as promotional discounts or special consideration allowances -- do not apply in addition to or in conjunction with this policy.
- CFCS Board of Directors members are eligible for the CFCS employee discount while actively serving on the CFCS board.



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Priests

Funeral: Free Holy Angels Funeral Service Plan; \$3,000 allocation for Holy Angels-provided casket; \$375 allocation for Holy Angels-provided urn.

Cemetery: Free grave in clergy burial section and no service charges. Value of grave (up to a maximum of \$7,500) can be applied to an alternate/more expensive cemetery location. 50% discount off of cemetery monument.

Deacon and Spouse

Funeral At-need or Pre-need: 50% off all charges including Holy Angels-provided casket or urn for both Deacon and his spouse (for married Deacons this amounts to one full funeral service at no charge).

Cemetery At-need or Pre-need: One free grave in clergy burial section (one single or one double-space only) and no service charges. Value of grave (up to a maximum of \$7,500) can be applied to an alternate/more expensive burial space. 50% discount off of cemetery monument.

Diocesan Employees & Employees of Catholic Elementary and Secondary Schools Listed in the Official Directory of the Diocese of Oakland

Employee & His or Her Immediate Family Discount.....25.0%

Employee discounts (at-need or pre-need) are provided to those who are currently employed full-time by the (Arch)diocese for the purchase of cemetery plots, niches, crypts and CJCS Funeral Service Plans (If applicable.) Discount is applied to the Location Amount and/or Funeral Service Plans only. Discount may not be combined with any other discounts. All employee discounts need the approval of the Director. Discount is offered to the employee and their "Immediate" family (spouse and children.) A 10% discount can be offered to the employees' "Extended" family (parents and siblings.) 5% discount for part-time employees.

Note: Clergy discounts must follow the (Arch)diocese program, please see Director for information.

Financing

At-need funeral services and at-need cemetery services must be paid in full at the time of service.



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Pre-need services may be financed at 0% interest for up to five years via employee payroll deduction or ACH. Pre-need Funeral Service contracts must follow the CFCS standard Funeral Financing Programs.

Contact Information

For additional information contact CFCS at (925) 946-1440.