

The following are some highlights of the benefits offered to salaried employees working part time (at least 19 hours a week). Further information and official plan documents are available through the Human Resources Department.

Health Care

Employees working 19 hours or more a week are eligible for health benefits. Coverage begins the first of the month after 90 days of employment.

Medical: Choice between two health plans, Kaiser (HMO) or Healthnet (HMO or PPO)

Dental: Guardian Dental Plan (HMO or PPO)

Vision: Choice between Pacificare Eyewear Only Plan and Pacificare Full Service Plan

Some vision discount services are available through the medical and dental plans.

Eligible full-time employees receive a monthly benefit allowance to offset employee's selection of company sponsored health care premiums. Part-time employees receive a pro-rata percentage of the allowance.

Cafeteria Plan (Flex 125)

Employees are eligible the first of the month following 90 days of service, working part time (at least 19 hours a week).

The Health Care and Dependent Care Flexible Spending Accounts can be used to pay for health care and dependent care expenses on a before-tax basis.

Medical Reimbursement: You may shelter up to \$3,720 per calendar year.

Dependent Care: You may shelter up to \$5,000 per calendar year.

Life Insurance

As protection to employees and their families in the event of an unforeseen death or accident, life insurance is provided to all benefit eligible employees.

Employees may increase their benefits by purchasing additional voluntary life and AD&D insurance for themselves and eligible dependents. This coverage is optional and employees pay the cost of the coverage through after-tax payroll deductions.

Long Term Disability

Benefit is 60% of covered earnings (taxed) up to \$4,500 monthly up to age 65, with a qualifying period of 180 days (6 months).

Retirement Plan

Employees who work at least 19 hours or more a week are eligible to participate at the time of hire. Employees may contribute up to 100% or \$15,000 of their gross annual pay (whichever is less).

Agency matches 1.0 times from 2% to 8% of your gross monthly pay after one year of employment. Part time employees may not meet eligibility requirements for match.

Employees are fully vested after 6 years of eligible participation.

Paid Time Off

Employees working full time will receive the following:

12 sick days per year
14 vacation days – 1st year
20 vacation days – 2nd year
22 vacation days – 7th year
26 vacation days – 10th year
10 paid holidays per year

Employees working part time (at least 19 hours a week) will receive a pro-rata amount of vacation, sick leave and holiday pay.

Employee Assistance

Employee Assistance Program (EAP) that provides professional and confidential consultation for employees and their families in a variety of life issues.

Other Benefits

A Continuing Education Series is free for all clinical staff. We provide four hours per month of continuous education credits which are approved by the Board of Behavioral Sciences and Board of Psychology. In addition, we hold all-day trainings several times a year to provide continuing education credit to all professional staff.