



Non-Provider Benefits

Join Our Growing Team

Live, Work, Play in Beautiful Northern California Commu

Exceptional Employee B

For Regular Full-time Employee

- **Competitive Salaries – Market Priced**

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- **Outstanding Insurance Benefits**

- Health Insurance**

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- o Employee's medical, dental and vision are
 - o Starts 1st of the month following 30 days of employment
 - o Medical Plan: Blue Shield PPO or Kaiser HMO (employee choice)
 - o Dental Plan: Lincoln Dental Plan
 - o Vision Plan: Guardian (VSP) Vision Plan
 - o Dependent coverage is offered at group rates (80% employer paid)

- 100% employer**

- Life Insurance**

- o \$50,000 term life insurance on employee (Double Indemnity
 - o Dependent coverage is offered at group rates (employer paid)

- **Long Term Disability**

- **Tax Deferred Annuity Program**

- o Employees may contribute effective immediately after hire date
 - o Up to 6% of gross income agency matching after one year of employment and 1,000 hours

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- **Generous Paid Time Off (PTO) & Paid Holidays**

- o Starting with 17 days and up to 27 days PT
 - o 11 scheduled paid holidays per year
 - o 1 floating additional paid holiday after 6-month introductory period

- **Healthy Work-Life Balance**

- o No night or weekend hours
 - o Beautiful Northern California communities annually (based on years of service)

- **Opportunities for Advancement**

- **Employee Assistance Program (EAP)**

- o EAP provides support and guidance to employees for matters that range from personal issues to everyday life topics (i.e., legal, family mental health, etc.)

- **Flexible Spending Account (FSA) Program**

- o Employees may participate in an FSA that allows them to save a portion of their pre-tax income to be used to pay for qualified medical or dependent care expenses.

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