



# NON-PROVIDER BENEFITS

*Live, Work, Play in Beautiful Northern California Communities While Receiving Exceptional Benefit Package*

## Competitive Salaries - Market Priced

## Outstanding Insurance Benefits

### Health Insurance

- Employee's medical, dental and vision are **100% employer paid**
- Starts 1st of the month following 30 days of employment
- Medical Plan: Blue Shield PPO or Kaiser HMO (employee choice)
- Dental Plan: Lincoln Dental Plan
- Vision Plan: Guardian (VSP) Vision Plan
- Dependent coverage is offered at group rates (80% employer paid)

### Life Insurance

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

## Long Term Disability

## Tax Deferred Annuity Program

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

## Generous Paid Time Off (PTO) & Paid Holidays

- Starting with 17 days and up to 27 days PTO annually (based on years of service)
- 11 scheduled paid holidays per year
- 1 floating additional paid holiday after 6-month introductory period

## Healthy Work-Life Balance

- No night or weekend hours
- Beautiful Northern California communities

## Opportunities for Advancement

## Employee Assistance Program (EAP)

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

## Flexible Spending Account (FSA) Program

- 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

Join Our Gowing Team, Today!