Neighborhood House Employee Benefits

**Medical** (Kaiser Permanente - Access PPO):
- Eligibility: at least 30 hours/week (or 130 hours per month)
- Effective the first of the month following one month of employment
- Employer and employee share the premium cost on a sliding scale
- Deductible is $500/$1,500 per calendar year
- Covers preventative office visit and up to four additional office visits with a $30 co-pay (or $20 at Kaiser Permanente Facility); further visits subject to deductible and 80%/20% coinsurance. For Non-Kaiser Permanente Facility - no copay thus deductible and 60%/40% coinsurance apply.
- Vision and prescription coverage included

**Dental** (Delta Dental WA):
- Eligibility: at least 20 hours/week
- Effective the first of the month following one month of employment
- Employer and employee share the premium cost; part-time is split 50/50
- Deductible is $50/$150

**Holidays:**
- 11 paid holidays per year, Including Martin Luther King, Jr. Day; Thanksgiving, the day after Thanksgiving; Christmas and Floating Holiday

**Vacation:**
- On an accrual basis; first year employees earn one day per month (based on hours worked)
- That increases one hour per month until the eighth year (for max of 22.5 days/year)
- Unused accrued vacation paid out on termination

**Sick Leave:**
- On an accrual basis; employees earn one day per month (based on hours worked)
- Maximum accrual is 600 hours

**403(b) Retirement Plan** (Provided through T. Rowe Price - [www.troweprice.com](http://www.troweprice.com)):
- Employees are eligible to participate immediately
- After 91 days of employment, Neighborhood House will contribute 2% and match up to 4% of employee’s contribution at 50%, for a the maximum NH contribution of 4%
- Contributions are 100% vested upon deposit

**Basic Term Life and AD&D:**
- Effective the first of the month after one month of employment
- $10,000 basic coverage paid by NH; additional coverage available at employee cost

**Flexible Spending Accounts:**
- Allows employees to set aside pre-tax funds for qualified child care and/or medical expenses

**Long-Term Disability:**
- Available to full-time employees after one year of employment
- Replaces 60% of monthly earnings to a maximum monthly benefit of $6,000
- Benefits begin after 90 days of disability

**Employee Assistance Program:**
- Available after one month of employment
- Provides 24 hours a day/7 days a week confidential, no-cost counseling services to help employees with personal issues

The standard benefits outlined above are Neighborhood House’s current policies and are subject to change at any time. Further details about each of these benefits will be provided during orientation.