

## Neighborhood House Employee Benefits Effective 1/1/22

### Medical

(Kaiser Permanente – Core HMO):

- 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/individual & \$1,500/family per calendar year
- Covers preventative office visits and up to four additional office visits with a \$20 copay (lab and xray services covered in full up to \$500 per year); further visits subject to deductible and 80%/20% coinsurance.
- Vision and prescription coverage included

(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 \$1,000/individual & \$3,000/family per calendar year
- Covers preventative office visits and up to four additional office visits with a \$30 copay (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 New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, the day after Thanksgiving; Christmas and one 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 separation

### 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
- \$50,000 basic coverage paid by NH

**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