

Benefits Available to Limited Part Time (0 to 19 hours) and Part Time Employees (20 to 29 hours)

Limited Part Time & Part Time

401(k) Retirement Plan – The Standard Insurance

The company will match dollar for dollar up to 6% of your bi-weekly gross income and your employee contributions/rollover contributions are immediately 100% vested. If you do not enroll when first eligible, you may do so at any later time with your effective date to be the first day of the month following the application date. A Roth option is also available.

-Maximum contributions for 2020- Under 50 years of age (\$19,500), 50 years & up (\$26,000) -All employees are eligible for 401K after initial waiting period

-Employees eligible for benefits starting on 1/1/19 and moving forward will have a 2 year vesting schedule on the employer match portion.

-Mainspring Managed program available- offers a personalized, goal-based savings and investment plan completely managed by the advisory team at The Standard.

Mileage Reimbursement

Reimbursement rates are evaluated each quarter and set forth at that time. The rate for the quarter is communicated via email once the new rate is set.

Part Time Only

Supplemental Insurances – Sun Life Employee Benefits

This benefit is offered on a voluntary basis at your expense. Our group offers the following coverage's: Critical Illness, Accident, and Cancer policies.

Cafeteria Plan – TASC

This program is a voluntary benefit where pre-tax deductions may be elected for out-of-pocket expenses.

- Medical Expenses- \$2,750
- Dependent Daycare- \$5,000 or \$2,500 if filing married, but separately.
- Non-employer sponsored insurance premiums- No Maximum

Tuition Scholarship Program

Repayment up to a maximum of \$1000 per year for selected staff after 1 year of employment with the agency.

PTO

Combined leave benefit of vacation and sick hours eligible to employees for use immediately. Employees may donate a day of PTO to a co-worker who has depleted all leave. PTO accruals roll over from year to year as long as the maximum has not been reached. Accruals are at a prorated amount.

Paid Holidays

New Year's Day	Thanksgiving Day
Martin Luther King Jr. Day	Friday after Thanksgiving (or ROH-Personal Holiday)
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	Personal Holiday

Employee Assistance Program

Alternatives EAP is available to all staff. Services include counseling in the following areas: family life, financial, health, legal, personal growth and emotional wellbeing. Employees and family members receive 3 sessions at no charge, per event, per year.

To utilize the benefit, contact Alternatives at 1-800-466-8282 and provide the access code— 8282. There is a wealth of resources available on the website. Visit www.AlternativesEAP.com for more information.

Contact Debby Rodriguez- drodriguez@compasshn.org or Ashley Silkwood- asilkwood@compasshn.org with any questions.