

# EASTERN MONTANA COMMUNITY MENTAL HEALTH CENTER

## EMPLOYMENT BENEFITS

Full-time employees (40 hours per week) and part-time employees (over 24 hours per week) may be eligible for some or all of the following benefits:

- **Vacation**
  - **10 Days** (1-3 yrs. employment) 6.66 Hrs. Month
  - **15 Days** (3-5 yrs. employment) 10.0 Hrs. Month
  - **18 Days** (5-10 yrs. employment) 12.0 Hrs. Month
  - **21 Days** (10-15 yrs. employment) 14.0 Hrs. Month
  - **24 Days** (15 yrs. and over) 16.0 Hrs. Month

\*Vacation is limited to one years' accrual
- **Sick Leave**
  - 8 Hours Per Month (no limit on accumulation)
- **Paid Holidays (10)**
- **Moving Expenses**
  - One-half up to \$2,000.00 (**Paid by actual receipts only**)
- **Recruitment Expense Plan**
  - Half reimbursed at interview, **with receipts for lodging, food, and gas.**
  - Balance of actual interview expense reimbursed after one month of employment.
- **Retirement-Profit Sharing Plan**
  - Approximately 3-4% of salary **after meeting 1000 hours requirement each fiscal year** (tax sheltered, with vesting at 20% per year). Fully vested after 5 years of employment. Additional retirement available at employee option 403B Plan (tax sheltered).
- **Term Life**
  - Begins on the 1<sup>st</sup> day of the following month from start of employment
  - \$50,000 for all employees-company paid premiums
- **70% of Employee Health Insurance Premium, 31% Dependent Coverage**
  - Begins on the 1<sup>st</sup> day of the following month from start of employment
- **100% of Employee VSP Vision Insurance Premium, Dependent Coverage Available**
  - Begins on the 1<sup>st</sup> day of the following month from start of employment
- **Medical Flex Plan for Dependent Care and Un-Reimbursed Medical**

**\*\*\*EMCMHC is a member of the National Health Service Corps Loan Repayment Program.**