

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

- **Sick Leave**
 - 8 Hours Per Month (no limit on accumulation)

- **Paid Holidays (10)**

- **Moving Expenses**
 - 1/2 of total expenses (max of \$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 Up to 2% Match and Profit Sharing Plan**
 - **2% match eligible after 1 year of employment.**
 - **After meeting 1000 hours requirement each fiscal year** (tax sheltered, with vesting at 20% per year). Fully vested after 5years of employment. Additional retirement available at employee option 403B Plan (tax sheltered).

- **Term Life**
 - Begins on the 1st day of the following month from start of employment
 - \$50,000 for all employees-company paid premiums

- **85% of Employee Health Insurance Premium, 35% Dependent Coverage of the Economy Plan**
 - Begins on the 1st day of the following month from start of employment

- **VSP Vision for Employee**
 - Begins on the 1st day of the following month from start of employment

- **Flexible Benefit Plan for Daycare and Medical Spending**

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