

# 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** (4-5 yrs. employment) 10.0 Hrs. Month
  - **18 Days** (6-10 yrs. employment) 12.0 Hrs. Month
  - **21 Days** (11-15 yrs. Employment) 14.0 Hrs. Month
  - **24 Days** (16 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 4% Match and Profit Sharing Plan**
  - **4% 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 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
  
- **85% of Employee Health Insurance Premium, 35% Dependent Coverage of the Economy Plan**
  - Begins on the 1<sup>st</sup> day of the following month from start of employment
  
- **VSP Vision for Employee**
  - Begins on the 1<sup>st</sup> 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.