

REBEKAH CHILDREN'S SERVICES BENEFITS OVERVIEW

We are proud to offer a wide variety of rich benefits to our employees and their families! It has always been a key focus to make sure our employees are well taken care of.



HEALTHCARE BENEFITS

Our primary medical plan from Kaiser pays for the majority of the employee's and their family member's medical costs and employees only pay small copays for prescriptions. We also offer a Platinum Anthem Blue Cross PPO plan for members who live outside of the Kaiser service area. We have a cash-in-lieu of benefits option for those that qualify and waive medical benefits.

- Our dental PPO plan and VSP vision coverage offer flexibility of choice in providers and rich benefits.
- Mental health is very important to our organization, and we offer an extensive EAP program including teletherapy, or in-person counseling, wellness coaching and behavioral health resources for you and your family.
- In addition to our robust EAP, we also offer at no cost to our employees and their family, the Impact Suite Mental Health & Wellness app'. A downloadable program that offers free premium access to its award winning tools for personal growth, depression, anxiety and addiction.



We also include chiropractic care in our medical benefits and cover the cost of up to 30 visits per year on Kaiser and offer a low copay of \$15 for 20 per year with Anthem Blue Cross.

Aside from our health benefits, we offer financial benefits such as employer-paid Life and AD&D insurance, Long-Term Disability, and Flexible Spending Account programs.

Rebekah Children's Services helps with retirement planning by offering a 2% match on your 401k contributions.

If you are interested in additional benefits, we offer Legal and Identity Shield and Nationwide Pet Insurance.

Additionally, we also offer a Fertility Reimbursement Plan of up to \$10,000!

Our goal is to protect you and your family by offering a broad variety of employer sponsored and voluntary benefit programs.



PTO AND SICK TIME: REGULAR, FULL-TIME EMPLOYEES EARN PTO PER THE FOLLOWING SCHEDULE:

NON-UNION EMPLOYEES BASED ON FULL TIME STATUS : ACCRUAL PER YEAR BASED ON FULL TIME STATUS:

Years 1 through 5	160 hours PTO & 40 hours Sick
Years 6 through 10	200 hours PTO & 40 hours Sick
Years 11+	240 hours PTO & 40 hours Sick

UNION EMPLOYEES BASED ON FULL TIME STATUS : ACCRUAL PER YEAR BASED ON FULL TIME STATUS :

Years 1, 2	84 hours PTO & 40 hours Sick
Years 3, 4	124 hours PTO & 40 hours Sick
Years 5,6,7, and 8	160 hours PTO & 40 hours Sick
Years 9, 10	200 hours PTO & 40 hours Sick
Years 11+	240 hours PTO & 40 hours Sick

STIPENDS AND OTHER PAID BENEFITS:

Paid Holidays- 12 paid holidays/year and 1 floater day/year

Bereavement- Up to 3 days of paid leave/occurrence

Longevity Bonus Pay

Student Loan Forgiveness

Technology Stipend

Mileage Reimbursement

Bilingual Stipend

