

**Benefit Summary**

**7.1.2023 – 6.30.2024**

Health Insurance: Regence - 3 plans, $500 deductible, $2,000 deductible, $5,000 HAS Plan

 Effective Date: Beginning of the month closest after hire date

Dental Insurance: Life Map Network.

 $50.00 deductible per member per year, $150.00 max per family

Effective Date: Beginning of the month closest after hire date

Benefit: $ 1,500.00 per member

Vision Insurance: Life Map Network

 Effective Date: Beginning of the month closest after hire date

Malpractice Insurance: Provided by Willapa Behavioral Health & Wellness

Tax Shelter Annuity: Valic 403 B and Roth 403B

 Effective Date: Enroll any time

Life & AD&D Insurance: LifeMap

Employer Paid $10,000

Effective Date: Beginning of the month after hire date

Vacation: 4 weeks of paid vacation accrued in first year available after probationary period

 Sick leave – separate bank, pro-rated for part time

Sick Leave: 12 sick days annually Pro-rated if less than 40 hours

*Sick leave is earned at the total of one (1) day or 7.5 hours per month for all regular full-time employees for a total of twelve (12) days or 90 hours annually, available as accrued*

Holidays: WBH closes 12 days a year for holidays. If regularly scheduled to work on a holiday, staff paid holiday pay.

Pet Insurance Nationwide Pet Insurance

Wellness Benefit $240.00 per year reimbursement for wellness expenditures

Continuing Education: WBH supports development of all staff $500.00 per year – paid in full if required

Pay for Performance: Staff who work directly with clients eligible for quarterly bonus based on performance

Travel Assistance Plan: LifeMap/AXA Assistance 24 hour support re. medical services, legal referral, passport etc