

MENTAL HEALTH CENTER BENEFITS

The following benefits are available to all full-time regular employees of the Mental Health Center unless otherwise noted. Employees are eligible for most benefits on the first day of the month of regular employment.

Health Insurance	is available to employees and the Center pays 60 percent of the full-time employee's premium. Dependent coverage is available and the Center pays 25 percent of the dependent premium cost. We also offer a High Deductible Health Plan with the Center paying the same percentages. These plans are both with Associated Employers. Our plan also includes a prescription drug plan. Supplemental Life, Long Term Disability and several Aflac plans are also available to Mental Health Center employees.
Life Insurance	in the amount of \$50,000 is paid for by the Mental Health Center. This benefit is available to employees working at least 20 hours per week.
Leave Time	includes PTO (paid time off) which is 16 days for an employee with 0-3 years of service. This will be granted the first of the month following date of hire on the first year anniversary for a new employee and every anniversary thereafter increasing after 3 years, 5 years, etc. PTO may be accessed after three months of continuous, satisfactory work performance and with supervisory approval. The Center observes 7 holidays per year.
E.A.P.	is also in place. The program offers a maximum of four sessions of therapy/counseling within a twelve month period for each employee. St. Vincent Healthcare Behavioral Health Associates is the provider for this program.
Flexible Spending Accounts	are available to employees and allows employees to use pre-tax dollars for certain expenses. These expenses include premium paid to the health care plan, unreimbursed medical expenses and dependent care expenses. Employees are eligible to enroll once they have satisfactorily completed the probationary period. Enrollment occurs twice per year, once in January and once in July.
Health Savings Accounts	are available to employees enrolled in the High Deductible Health Plan. This is a pre-tax savings account to be used for allowable medical expenses. The main differences are that there is no "use it or lose it" penalty and all of the money is employee owned and portable. The same enrollment eligibility applies.
Credit Union	membership in the Health Affiliated Credit Union is also available.
401(k) Retirement Plan	available through RBC Wealth Management. Employees are eligible after one year of employment. Enrollment occurs twice per year, once in January and once in July. Employer matches half up to 6%. All employees are eligible to enroll in the 403(b) upon hire and there is no waiting period or employer match.
Continuing Education	in topics regarding mental illness and chemical dependency is provided for all licensed employees through various Center sponsored inservices. These inservices are also available to non-licensed staff with supervisor approval. American Heart Association First Aid and CPR certification and MANDT de-escalation certification are available to all employees. These classes are taught in-house by Mental Health Center staff trained as certified instructors.