

BENEFITS AT A GLANCE

Healthcare



MEDICAL: Comprehensive coverage for you and your family is available through **Providence Connect Plan, Kaiser Permanente HMO Plan, or Kaiser Permanente High Deductible with HSA (QHDHP)**. Monthly employee-only premiums for these plans range from \$30.91- \$77.74. Annual in-network deductibles start at \$250 for individuals and \$750 for families.



DENTAL: Comprehensive dental for you and your family is available through **Kaiser Permanente or Delta Dental**. Monthly employee-only premiums for these plans range from \$5.19 - \$7.96. Annual in-network deductibles start at \$25 for individuals and \$75 for families.



VISION: Low-cost vision coverage is available for you and your family through **VSP**. Monthly employee-only premiums options start at \$4.09 with a \$10 copay.



PET INSURANCE: Benefit coverage for furry family members is also available through **Pet Benefits Solutions**, which offers a Discount Program and Health Insurance.



HEALTH SAVINGS ACCOUNT (HSA): Employees can set aside pre-tax dollars for eligible healthcare expenses with **Kaiser QHDHP** and quarterly employee contributions towards eligible accounts. NHC contributions range from \$360 for Employee-only to \$900 for Employees and their families.



FLEXIBLE SPENDING ACCOUNT (FSA): Employees can set aside pre-tax dollars to cover eligible expenses under our **Kaiser Permanente HMO Plan or Providence Health Plan**.

Life, AD&D and Disability



EMPLOYEE BENEFIT: We offer employer-paid **life and accidental death & dismemberment (AD&D) benefit** to all eligible employees with 1x annual earnings up to \$50,000 maximum benefit and a \$50,000 Guarantee Issue.



SHORT TERM DISABILITY & LONG TERM DISABILITY: Additional insurance coverage is provided at no additional cost if you cannot work due to a non-work-related injury or illness. **Voluntary Life and AD&D insurance** are also available for purchase to cover any gaps in your existing coverage.

Emotional Well-being



EMPLOYEE ASSISTANCE PROGRAM (EAP): This problem-solving resource is available to you and your household members. It includes **six in-person or virtual visits annually** with a certified counselor to assess a difficult situation, find options, make choices, and find further help.



WELLNESS PROGRAM: A reimbursement of up to \$105 each quarter is available to help cover the costs of wellness-related activities like gym memberships, nutrition counseling, smoking cessation, weight loss programs, and physical activity classes.

* This is a summary of the benefit plans that are available to Neighborhood Health Center eligible employees and their dependents. Official plan documents, policies and certificates of insurance contain the details, conditions, maximum benefit levels and restrictions on benefits. These documents govern your benefits program. If there is any conflict, the official documents prevail. These documents are available upon request through the Human Resources Department. Information provided in this summary is not a guarantee of benefits.



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Financial Well-being



401K RETIREMENT PROGRAM: We help build your long-term financial security with a robust three-part 401k program.

- **Employee match contribution** up to 2%, which is 100% vested after three years of service.
- A **Safe Harbor** contribution of 3% of annual salary, vested immediately.
- **Discretionary contributions** may be provided to your account, determined each year. This amount is vested after three years.



CONTINUING EDUCATION: NHC supports **Continuing Education (CE)** relevant to your position. Professional Licensures and Certifications are also reimbursed upon approval.



HRSA LOAN REPAYMENT: Providers and Nurses at NHC qualify for the HRSA Student Loan Repayment Program.

Time Away



PAID TIME OFF: NHC also offers a liberal **PTO Program** for its employees without an accrual limit, plus nine Paid Holidays every year. In addition, employees with substantial PTO balances may cash out their PTO twice per calendar year so long as 100 PTO hours remain in their bank.

Service Length	Executives, Director, Providers	All Other Staff
0 - 4 years	224 hours	160 hours
5 - 9 years	264 hours	200 hours
10 - 19 years	304 hours	240 hours
20 and above	344 hours	280 hours



SABBATICAL LEAVE PROGRAM: NHC offers a **sabbatical leave** for all employees who have maintained a 40-hour work week.

- At nine (9) years, employees are eligible for up to thirty (30) consecutive days
- After fifteen years (15), employees receive forty-five (45) consecutive days
- After twenty years (20), employees receive up to sixty (60) consecutive days.



LEAVES OF ABSENCE: NHC can offer employees **FMLA** and **OFLA** to take Time away from work for personal and medical reasons.



LEAVE OUTSIDE PTO: NHC also offers 40 hours of **Bereavement Leave**, paid regular earnings for employees during **jury service**, and up to two days of paid leave for hourly employees during **unplanned business closures**, like inclement weather.

Compensation



BASE PAY: NHC offers competitive base pay, which is reviewed yearly and adjusted based on performance.

JOIN OUR TEAM!

Visit NHCOregon.org/careers for more information or email HR@NHCOregon.org.

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