

Benefits-at-a-Glance

At NHC, we value your well-being, professional growth, and quality of life. Here's a quick look at the benefits you'll enjoy as part of our team.



Healthcare

- **MEDICAL:** Choose comprehensive plans for you and your family with affordable premiums starting at \$62.13/month. Deductibles are as low as \$250 (individual) and \$750 (family). Options include *Providence Connect Plan*, *Kaiser HMO*, or *High Deductible Plans with HSAs*.
- **DENTAL:** You'll have comprehensive dental coverage through *Kaiser Permanente* or *Delta Dental*. Monthly deductibles start as low as \$5.22 (individual) and \$49.93 (family).
- **VISION:** Low-cost vision coverage through *VSP* is available to you, with monthly deductibles starting at \$4.09 (individual) and \$10.77 (family) with a \$10 copay.
- **PET INSURANCE:** Take care of your furry family members with a discount program and health insurance options from *Pet Benefits Solutions*.
- **HEALTH SAVINGS ACCOUNT (HSA):** You can set aside pre-tax dollars for eligible healthcare expenses if you choose a *Kaiser QHDHP* high-deductible plan. Quarterly, NHC will contribute \$360 for employee-only plans and \$900 for family plans.
- **FLEXIBLE SPENDING ACCOUNT (FSA):** You can use pre-tax dollars to cover eligible health-related expenses and deductibles under our *Kaiser Permanente HMO Plan* or *Providence Health Plan*.

Emotional Well-being

- **ANNUAL WELLNESS DAYS:** Recharge with *two annual wellness days*, on top of PTO, to prioritize your mental and physical wellbeing.
- **WELLNESS PROGRAM:** You can get *reimbursed up to \$420* annually for purchases or activities to support your holistic wellness. Eligible expenses include gym memberships, sports equipment, lessons and activities, financial planning services, emergency preparedness items, and more.
- **EMPLOYEE ASSISTANCE PROGRAM (EAP):** Access *six free sessions* annually with certified experts for personal or family support with a difficult situation, issue, or emergency.

Life AD&D and Disability

- **STAFF BENEFIT:** We offer an employer-paid *life and accidental death & dismemberment (AD&D) benefit* to all eligible staff equal to their annual earnings, up to \$50,000 maximum benefit, and a \$50,000 Guarantee Issue.
- **SHORT-TERM DISABILITY & LONG-TERM DISABILITY:** Your disability coverage is fully paid by NHC in case 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.

Financial Well-being

- **401K RETIREMENT PROGRAM:** We'll help you build your financial long-term future with a robust three-part 401k program.
 - *Employer match contribution* up to 2%, which is 100% vested after three years
 - A *Safe Harbor contribution* of 3% of annual salary, vested immediately
 - *Discretionary contributions* may be provided to your account, determined each year and vested after three years
- **CONTINUING EDUCATION:** We support *continuing education (CE)* that is relevant to your position. Professional Licensures and Certifications may also reimbursed with approval.
- **TUITION REIMBURSEMENT:** You can receive up to *75% reimbursement* of tuition, books, and fees to support your career goals with related courses, certifications, and degree programs that align with advancement within NHC. The maximum annual benefit is \$5,250 per calendar year.
- **HRSA LOAN REPAYMENT:** Providers and nurses who work at NHC qualify for the *HRSA Student Loan Repayment Program*.

Quality of Life

- **PAID TIME OFF:** You'll enjoy generous paid time off (PTO) that is combined with sick time for more flexibility, with no accrual limit. You'll also receive *nine paid holidays* and *two wellness days* every year. NHC also allows staff with substantial PTO balances to cash out their PTO twice per calendar year so long as 100 PTO hours remain in the bank.

SERVICE LENGTH	EXECUTIVE, DIRECTOR, OR PROVIDER	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 & Above	344 hours	280 hours

- **SABBATICAL LEAVE PROGRAM:** You'll get an *extended sabbatical leave* as a staff member who has maintained a 40-hour work week.
 - At *nine (9) years*, you are eligible for up to thirty (30) consecutive days
 - After *fifteen years (15)*, you'll receive forty-five (45) consecutive days
 - After *twenty years (20)*, you'll receive up to sixty (60) consecutive days.
- **LEAVES OF ABSENCE:** We offer you *FMLA* and *OFLA* to take time away from work for personal and medical reasons.
- **LEAVE OUTSIDE PTO:** You'll have access to 40 hours of *Bereavement Leave*, paid regular earnings for staff during jury service, and up to 40 hours of paid time during unplanned business closures, like inclement weather.

Compensation

- **BASE PAY:** We offer *competitive* base pay, which is reviewed yearly and adjusted based on performance.
- **LANGUAGE DIFFERENTIAL:** You may qualify for additional pay as a *bilingual / multilingual staff member* for the added value you bring to our care teams.

* This is a summary of the benefit plans that are available to Neighborhood Health Center eligible staff 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. The information provided in this summary does not guarantee benefits.



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