



AllCare

HEALTH CENTER

Benefits Summary

PAY CHECKS ARE DIRECT DEPOSITED BIWEEKLY (26 times per year).

Plans are based on 1.0 Full-Time Employment

Time off is prorated according to employee's scheduled FTE and hire date.

Leave prorated for part time employees scheduled to work 20 hours or greater.

Paid Time Off

Hourly Non-Exempt Employees	Annual Accrual	Hours Per Pay Period	Salary Exempt Employees	Annual Accrual	Hours Per Pay Period
0-36 months	15 day	4.32	0-36 months	20 day	6.15
37-60 months	20 days	6.15	37-60 months	25 days	7.69
61-120 months	25 days	7.69	61-120 months	30 days	9.23
121+ months	30 days	9.23	121+ months	35 days	10.77

Personal Leave

Three (3) days of Personal Leave are allowed each calendar year. Personal Leave can be used for bereavement, illness for self or family member, and/or doctor appointments for self or family member.

10 Regular Holidays

- New Year's Day
- Martin Luther King Day
- Memorial Day
- July 4th, Labor Day
- Thanksgiving
- Day After Thanksgiving
- ½ day Christmas Eve
- Christmas
- ½ day New Year's Eve
- Floating Birthday Holiday

Insurance

Available to employees working .75 FTE or higher the first of the month after completing 30 days employment

Medical

ACHC partners with Wellmark for 3, 4-tiered plans. Premiums vary.

Dental

ACHC pays single coverage for employee. Employee pays 100% of additional premium for child, spouse or family coverage. Dental Insurance is handled through Mutual of Omaha.

Vision

Employee is responsible for 100% of premium for all levels of coverage. Vision Insurance is handled through Mutual of Omaha.

Life

Premium paid by ACHC.

Loan Repayment Program Opportunities

As a Federally Qualified Health Center ACHC employees can qualify for loan repayment programs from Public Service Loan Forgiveness Program, National Health Service Corp Loan Repayment Program, and the Primary Care Provider Loan Repayment Program

Retirement (401K)

Eligible following six months of hire date (you will be automatically enrolled but given the opportunity to opt-out). ACHC will make a safe harbor matching contribution equal to 100% of your salary deferrals that do not exceed 4% of your compensation plus 50% of your salary deferrals between 3% and 5% of your compensation.

Voluntary Benefits

ACHC partners with Mutual of Omaha for Short Term Disability and also partners with Colonial Life for a variety of voluntary and personalized benefits, including Accident, Hospital Confinement, Cancer and more.