



# 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	4.62	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. Prorated according to employee's scheduled FTE and hire date.

### 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 BlueCross BlueShield of Nebraska for 2, 3-tiered plans. Premiums vary per plan.

#### 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 three 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 3% of your compensation plus 50% of your salary deferrals between 3% and 5% of your compensation.

### Long Term Disability

Premium paid by employee with funds provided by ACHC for post-tax benefits.

### Voluntary Benefits

ACHC partners with Mutual of Omaha for Short Term Disability, Critical Illness, Accident, and Hospital Indemnity