

## Changing Tides Family Services

### Full-Time Employee Benefit Package Details 2021

All full time positions are eligible for the following benefits after 60 days of employment:

- Medical Insurance: We offer 4 different plans from Blue Shield of California, 100% of employee premiums are paid by employer, dependent premiums are paid by employee through payroll deduction
- Dental Insurance: We offer 2 Delta Dental Plans, 100% of employee premiums are paid by employer, dependent premiums are paid by employee through payroll deduction
- Vision Insurance: We offer VSP Coverage, 100% of employee premiums are paid by employer, dependent premiums are paid by employee through payroll deduction
- Term Life and AD&D Insurance: We offer coverage up to \$20,000 through our group plan and is 100% employer paid, employees have the opportunity to purchase additional insurance coverage with premiums paid through payroll deduction
- AFLAC: Employees have the opportunity to purchase AFLAC policies through payroll deduction

#### Additional benefits outside of insurance:

- Retirement Plan: Full time employees are eligible to enroll in the agency's 401(k) retirement plan after 1000 hours of service within the first 12 months of employment. Changing Tides Family Services is proud to offer 50% match up to 6% of the employee's salary
- Changing Tides Family Services meets the criteria for the Public Service Loan Forgiveness Program, employees are eligible to apply
- We also offer the following accrued leaves: Vacation, Sick, Personal Necessity, Bereavement, Jury Duty and in addition 13 Holidays