

North Bay Children's Center

2024 Employee Benefits

Employees who work **Full-Time/Full-Year** are entitled to the following benefits:

Immediate Participation:

- 403b Participation – (20% Match up to \$2000 cap, 3-year vesting)
- Life Insurance: Paid 100% by NBCC (1x Annual Salary)

On the first of the month following 30 days (about 4 and a half weeks) of employment:

- Medical Coverage: 60% Paid by NBCC, 40% Paid by Employee.
 - Kaiser Permanente Plans:
 - Bronze 60 HDHP HMO 7000/0
 - Silver 70 HMO 1650/55
 - Gold 80 HMO 250/35
 - Anthem:
 - Bronze PPO A
 - Silver PPO C
 - Gold PPO E
 - Western Health:
 - Bronze HMO C
 - Silver HMO A
 - Gold HMO B
- Dental Coverage: 30% Paid by NBCC, 70% Paid by Employee.
 - Sun Life (\$50 Deductible, \$1,500 Plan Year Max, 100% Diagnostic & Preventative)
- Flexible Spending Account Plan (FSA): Paid by Employee.
- Supplemental Life Insurance (AFLAC): Paid by Employee.

Following 90 days of employment:

- 12 Paid Federal Holidays
- 64 Hours of Sick Time Annually, No Roll-over
- Paid Time Off (Vacation):
 - 90 days-2 yrs./10 days
 - 3-5 yrs./15 days
 - 5-9 yrs./20 days
 - 10+ yrs./25 days

New Hire Signing Bonus: \$500 following 90 days of employment.