



Newport County Community
Mental Health Center

EMPLOYEE BENEFITS

MEDICAL/DENTAL BENEFITS

- NCCMHC employees are eligible to participate in health and dental coverage as early as the 1st of the month following their date of hire and NCCMHC pays 90% of the health insurance premium for all full-time employees. Dental Coverage is employee paid and available through Delta Dental of Rhode Island and qualifies for Section 125 IRS Tax Code.
- **HRA:** Health Reimbursement Account that pays 75% of the medical insurance deductible for either a single or family plan.
- Part-time employees who work half time or more also enjoy agency paid benefits.
- The NCCMHC contribution for part-time employees varies based on hours per week worked. For more information regarding our part-time benefits, please contact us.

HOLIDAYS

- NCCMHC recognizes 11 paid holidays per year. They are: New Year's Day, Martin Luther King, Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving and Christmas Day.

VACATION AND SICK TIME

- Paid Time Off is accrued per pay period based on actual hours worked. Full-time employees accrue 15 vacation days per year and may use vacation time once they complete their Orientation Period.
- Employees are eligible to use accrued sick leave benefits during the Orientation Period, if necessary. 8 sick days are accrued annually and accruals begin with an employee's date of hire or the date that they transfer to a benefit eligible position.

PENSION PLAN

- NCCMHC contributes a percentage of the employee's actual salary once eligibility requirements have been met. This is an employee non-contributory plan with NCCMHC contribution only. The plan year is 7/1 - 6/30.
- **403(b) PLAN:** NCCMHC has established a tax sheltered annuity 403(b) plan to help eligible employees supplement their retirement income. This voluntary plan permits the employee to contribute up to \$15,000 of their earnings on a pre-tax basis to one of several investment choices. The maximum annual sum for employee-contribution is established by existing government regulations.

LIFE, AD&D, & LTD INSURANCE

- Life and Accidental Death and Dismemberment (AD&D) insurance is available, for employees who work 30 or more hours per week, at two times the employee's annual salary with a maximum of \$200,000. Long-term disability coverage is approximately 60% of an employee's monthly gross income. Premiums are paid by NCCMHC and available to regular, full-time employees only. Eligibility is the date of hire/transfer to a benefit eligible position.

NCCMHC is an equal opportunity employer.

Be There, Play, Make Their Day and Choose Your Attitude

NCCMHC is proud to embrace the Fish Philosophy. Learn more at www.fishphilosophy.com.