



Benefits Spotlight

We are dedicated to the overall health and well-being of our team members and their families. Employees of Evergreen Health and Community Access Services enjoy a comprehensive benefits package, including the following highlights.

Medical

We offer three comprehensive plan options through Univera, with the employer-paid portion covering more than 83% of premium costs. Employees also receive a \$150/\$300 Wellness Card. Employees are eligible the first of the month following 30 days of employment. In addition, FSA and HSA accounts (depending on plan selection) are available, along with an employer contribution to HSA accounts.

Dental and Vision

Dental Insurance and Vision Insurance is offered through MetLife, with in and out of network coverage available. This benefit is 100% employer-paid for single and family coverage. Employees are eligible the first of the month following 30 days of employment.

Disability and Life Insurance

Employer-paid Short-Term Disability, Voluntary Long-Term Disability, and Voluntary Personal Life and AD & D Insurance are available. Employees are eligible the first of the month following 30 days of employment.

403b Retirement Plan

Employees are eligible to participate in our retirement plan on the first day of employment. Employees may contribute to a traditional (pre-tax) or Roth (after-tax) retirement plan. We match your contributions to the plan, dollar-for-dollar, up to 5%. Employees are fully vested from the start of their retirement plan.

Paid Time Off Package (including up to 4 weeks of RPTO/PSL in your first year)

Our vacation/Regular Paid Time Off (RPTO) accrues at a rate of 8.66 hours per month for the first two years, and goes up in subsequent years. Hours must be accrued before use. Paid Sick Leave (PSL) is given in a lump sum of 56 hours each January, to be used within the calendar year (prorated based on the month you start). In addition to RPTO and PSL, we offer 10 paid holidays (8 standard and 2 floating holidays) each year.

Additional Benefits include:

- Voluntary insurance benefits including Accident and Critical Illness Coverage, Hospital Indemnity, Pet Insurance, Legal Insurance, Identity & Fraud Protection
- Paid Parking or Metro Pass
- Paid lunch break
- Employee Assistance Program
- Ongoing Staff Development & Training
- Discounts at various vendors (including college tuition, gym memberships, etc.)

Some benefit eligibility may vary based on schedule and hours worked. Further details can be requested by contacting evergreenhumanresources@evergreenhs.org