

Employee Benefits

Health & Vision Insurance – DMHC provides Health and Vision insurance to all full and part time employees. Full time employees receive 100% health insurance paid by employer. Part time employees pay full premium for health insurance. Both full and part time may add dependents coverage by paying the additional premium, which will be deducted from their paycheck. Employee’s coverage begins the first day of the month after hire. The current deductible is \$2500 with \$500 being reimbursed to the employee through an HRA account.

Pharmacy Coverage – Pharmacy coverage is included in the health plan.

Life Insurance – Group Term Life insurance is available for employees, spouses, and dependents. Employees must work a minimum of 20 hours a week. This benefit provides \$50,000 of Life insurance coverage for the employee, that is employer paid. Additional Life insurance is available, should the employee wish to purchase.

Short-Term/Long-Term Disability – Employees who work a minimum of 20 hours are eligible for employer paid Short-Term & Long-Term Disability. Long-Term Disability will be covered for 2 years, with the employee option to buy-up.

Voluntary Dental, Accident and Cancer Insurance Plans – Dental, Accident, and Cancer insurance plans are available for employees, spouses, and dependents. DMHC does not contribute to the payment of this premium. Premiums are a payroll deduction.

Flexible Spending – All employees can set aside tax-free dollars to be used for un-reimbursed childcare and health care expenses.

Retirement Plan – DMHC offers employees to contribute some of their earnings to 401(k) retirement plan. DMHC provides \$.50 matching contribution up to 3% based on the employee’s contribution. Employees are eligible after one year of service.

Paid Time Off (PTO) – Employees accrue PTO based on hours worked. The accrual rate at which PTO is earned is based on years of service with DMHC. This PTO is to be used for sick, vacation or holiday and will roll over at the end of each fiscal year until the maximum accrual is met.

Floating Holidays – Employees receive anywhere from 40-80 hours per fiscal year (based on average hours worked) of Floating Holidays. This time is solely to be used for the purpose of scheduled holidays and vacation and does not roll over.

Additional Benefits:

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| Bereavement | Continuing Education |
| Jury Duty | Tuition Reimbursement |
| Military Leave | Loan Repayment |
| FMLA | Meal Discount |
| Workers Compensation | Jeans Day |
| Unemployment Insurances | Relocation |
| Employee Recognition | |
| Direct Deposit | |