

Beautiful Minds[®]

since 1974



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Boulder Chinook Choteau Conrad
Cut Bank Great Falls Havre Helena
Shelby Townsend

EMPLOYEE BENEFITS

Full-time employees (30 - 40 hours per week) and part-time employees (20 to 29 hours per week) may be eligible for some or all of the following benefits. Part-time employees' benefits are prorated.

Group Health Insurance and Dental Insurance The Center offers the following health insurance options for its employees:

- Employee only
- Employee and children
- Employee and spouse
- Employee and family

Blue Cross Blue Shield of Montana (2 options): \$3,500 deductible and \$5,000 HDHP. The Center contributes to each level offered. Vision, offered through The Standard, is packaged with both medical plan options. High and Low dental plans are offered through The Standard. Medical, dental, and vision coverage begin on the 1st of the month following 30 days of continuous employment or open enrollment in June for all eligible employees.

BENEFITS

- 401k/ Matching Contributions (effective 07/01/2015)
- Paid Time Off (PTO combined sick & vacation)
- Paid Birthday
- Paid Holidays (9)
- PTO Cash Out
- Voluntary donation of PTO hours to fellow employee
- Tuition Assistance
- Paid Life Insurance
- Paid Accidental Death & Dismemberment Insurance
- Longevity
- Workers Compensation
- Unemployment Insurance

OTHER BENEFITS

- AAA Discount
- AFLAC
- Conference and Workshop Assistance
- Direct Deposit
- Employee Assistance Program (EAP)
- Family Medical Leave (FMLA)
- Mileage Reimbursement
- Hope for Our Own employee compassion program
- Flexible Spending Account
- Health Savings Account
- LIUNA Pension Fund

Jury Duty

- Military Leave
- Personal Insurance Program
- Professional Dues & Licensure Assistance
- Public Service Loan Forgiveness Program
- NHSC for licensed therapists
- Vehicle Insurance Assistance (certain positions)
- Verizon phone discount
- Voluntary Life and Accidental Death and Dismemberment (employee, spouse, and children)
- VPI Pet Insurance