

Community Solutions provides its employees an extensive benefits package considered to be one of the best in the industry. Regular full-time employees and regular part-time employees regularly scheduled to work 20 or more hours per week are eligible to participate in the benefits package. The 2025 benefits program includes:

**Health Care:** 100% of premiums paid by employer for full-time Employees and eligible dependent children. Coverage for spouses is available but 100% of premiums paid by Employee.

<b>Medical</b>	Kaiser HMO, PPO Plans and Non Union (HSA) Sutter Health HMO and Non Union (HSA)
<b>Dental</b>	Dental Plan (Delta)
<b>Vision</b>	Vision Service Plan (VSP)
<b>LTD/AD&amp;D</b>	Employer Paid Life Insurance and Long Term Disability Plans
<b>EAP</b>	Employee Assistance Program

**Other Benefits:**

<b>403(b)</b>	Retirement Plan with Employer match (5%) after 1 year of employment
<b>FSA:</b>	Flexible Spending Account (both medical and dependent care)
<b>Vacation:</b>	0-4 years – 3 weeks - 120 hours/year - Maximum accrual 180 hours 5-9 years – 4 weeks - 160 hours/year - Maximum accrual 240 hours 10 years – 5 weeks - 200 hours/year - Maximum accrual 300 hours
<b>Sick/Selfcare:</b>	96 hours per year – 8.0 hours per month
<b>Holidays:</b>	11 Agency Observed Holidays
<b>Floating Holiday:</b>	2 days per calendar year
<b>Bereavement:</b>	3.0 days per occurrence

<b>Longevity Pay:</b>	4 years completed full-time employment	\$ 500.00
	8 years completed full-time employment	\$ 700.00
	10 years completed full-time employment	\$ 1,100.00
	15 years completed full-time employment	\$ 1,750.00
	20 years completed full-time employment	\$ 2,250.00

For every 5 years completed full-time employment after 20      \$ 2,250.00

**Student Loan Forgiveness Program:** Community Solutions is a non-profit, tax-exempt organization under section 5019c0930 of the Internal Revenue Code, which qualifies our agency as an approved organization for MHSA and other student loan forgiveness programs.

Currently our benefits package is valued at 35% of an employee salary/pay rate.