



## TOIYABE INDIAN HEALTH PROJECT, INC (TIHP) - FRINGE BENEFIT SUMMARY

There are a number of fringe benefits that are offered by TIHP and some are noted in the Employee Personnel Policy & Procedure Manual, some have been modified by the TIHP Board of Directors, or modified by approved plan documents, as follows:

- Health Insurance - TIHP employees are covered by the Federal Employee Health Benefits (FEHB) Program and for full time employees coverage is available for the employee, plus one, and for the entire family; 90% of the premium is paid by TIHP. Therefore the cost to the employee is 10% of the plan premium selected. [For Part-time employees, 80% TIHP paid and 20% employee paid.] [Section 5.2.0.] *Although no Dental/Optical Plans are provided, employees and family members are covered by all of the in-house services as noted below.*
- Life Insurance Policy - \$50,000 life insurance coverage is provided by The Hartford for full-time and part-time employees working more than 20 hours per week (paid by TIHP). [Section 5.2.0.]
- Optional Insurances - New York Life Insurance, AFLAC, and Legal Shield ID Theft protection plan options are available to employees at their cost. [Section 5.2.0.]
- Empower Retirement - 401k plan available after successful completion of probation period (3 or 6 months) and TIHP will match up to 3% of salary for employee. After one year of service employees qualify for Profit Sharing and TIHP contributes 6% of your annual salary. [Section 5.3.0.]
- In-House Services - 100% discounted services to include medical, dental, optical, pharmacy and mental health services (all on-site) available to employee and immediate family members at no cost to the employee. [Section 5.5.0.]
- Holiday Leave - Thirteen (13) paid holidays plus birthday leave; there are many details to address eligibility so please review the holiday section of the Manual. [Section 5.6.0.]
- Continuing education assistance to maintain licensure (after probation period) for applicable positions based on requirement for positions, (prorated based upon FTE%) as provided in section 5.7.0. [Section 5.7.0.]
- Professional Development Program – If qualified, a one-time \$500 incentive is provided to support employee skills and educational development. [Section 5.8.0.]
- Employee Bonus Program – Employees are provided an incentive for longevity at THIP and that includes a cash bonus at 5 year increments and a travel voucher for those at 20 years of service and each 5 years thereafter. [Section 5.9.0.]
- Personal Leave – Paid leave beginning with three (3) weeks per year for first two years of employment; accrual increases incrementally thereafter. May not use Paid Personal leave during new-hire probation; prorated based on FTE %. [Section 6.2.0.]
- Sick Leave - Six (6) sick leave days per year; prorated based on FTE %. [Section 6.3.0.]
- Wellness Leave – Up to 24 hours per year is provided for employees that need time off for traditional and customary ceremonies, services, events, and observances as noted in the policy. [Section 6.6.0.]
- Wellness Committee Programs - They offer an ample amount of support for employees in three key components; physical health, mental health and healthy eating. We encourage our colleagues to succeed in their own goals and to be mindful of their wellness. We have several challenges throughout the year for department teams to help strengthen our teamwork and independent challenges to strengthen us personally. Added bonuses to the challenges are the raffle prizes we give away. Our Wellness Room provides a place to work on physical health before, during and after work with a guest family member over the age of eighteen.