

**Cedarcrest Center
for Children with Disabilities
Employee Benefits**

BENEFIT	Full Time 64-80 hours per pay period	Part time I 40-63 hours per pay period	Part time II Under 40 hrs per pay period	Temporary or Per Diem
Medical Insurance 75% Cedarcrest/25% Employee cost; for employee and/or family; deducted pre-tax; staff qualify if they average 30 hours per week	X			
Dental Insurance -75% Cedarcrest/25% Employee cost for employee and/or family members; deducted pre-tax	X			
Pay in Lieu of Health Insurance: \$1000 - to help with coverage purchased elsewhere	X			
Short term Disability Insurance 100% Cedarcrest paid	X			
Long term Disability Insurance 100% Cedarcrest paid	X			
Flexible Spending Account - up to \$2500 employee contribution				
1) dependent care expense reimbursement	X	X		
2) medical expense reimbursement	X	X		
Life Insurance 100% Cedarcrest paid	X	X		
Additional Voluntary Life Insurance optional coverage	X	X		
403(b) Retirement Plan - employee contribution	X	X	X	X
403(b) Match - after one year of employment, up to 2% of wages matched by Cedarcrest Center	X	X		
Earned Time - includes sick, vacation and personal day; for full time staff, holidays, too	X	X	X	
Earned Time Cash-In – option twice yearly	X	X	X	
Bereavement Leave – up to 32 hours for designated family members (16 hours for part time)	X	X	X	
Shift Differential Pay - for shifts between 3pm and 7am and/or weekends	X	X	X	X
Double pay for worked holidays	X	X	X	X
Direct Deposit of paycheck	X	X	X	X
Employee Assistance Program - at no charge to employee and/or household members	X	X	X	X
Daily Meal - for 5 hour shift or more	X	X	X	X
Finder's Fee - \$200 is paid at the end of a six month period for referring new employees	X	X	X	
Staff Development - up to \$500 / 16 hours per year	X			
Staff Development - up to \$250 / 8 hours per year	X	X		
Staff Development - on site inservice education	X	X	X	X
Tuition Reimbursement - up to \$1000 per year; pro-rated for part time	X	X		
Wellbeing Program – on site activities and events & up to 20% of staff development funds (above) for offsite wellness (eligibility guidelines in manual)	X	X	X	X

***Note: Each benefit has specific eligibility requirements.
See the detailed description in the Personnel Policy Manual.***