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happen here

**BENEFITS SUMMARY**

Full-time employees, 30 hours and above, are eligible to participate in the following health benefit plans. Coverage must be elected through HR within the first month of employment. Coverage is effective the first day of the month following 30 days of employment.

**Health, Dental and Vision** – Rates listed are per pay period (24 annually)

Health	P P O	HSA \$6,500
Employee Only	\$115	\$0
Employee and Children	\$450	\$235
Employee and Spouse	\$685	\$375
Family	\$880	\$490

\* WTRC contributes up to \$1,720 in the HSA over 12 months.

Dental	Low	High
Employee Only	\$13.26	\$20.42
Employee and Spouse	\$27.92	\$42.92
Employee and Children	\$30.60	\$47.04
Family	\$45.14	\$69.44

Vision	
Employee Only	\$4.92
Employee and Spouse	\$9.66
Employee and Children	\$10.22
Family	\$14.14

**Basic Group Life Insurance** - Full-time and part time employees are eligible. \$50,000 Life and AD&D coverage paid by WTRC.

**Supplemental Term Life Insurance** - Voluntary plans are available to purchase for themselves and/or dependents.

**Long Term and Short Term Disability** - Premiums are based on employee's age and annual salary.

**Family Therapy Benefit** - Employees and immediate family members receive patient care services at no cost and goods at cost plus shipping. See employee handbook for more information.

**Retirement Plan** - Full-time and part time employees eligible. WTRC matches employees contribution up to 5%.

**Paid Time Off (PTO)** – Full-time and part time employees are eligible after 90 days of employment. Paid Time Off is a flexible benefit plan combining traditional days off such as vacation, holidays and sick time into one program. Eligible employees begin accruing PTO from first day of employment. Hours are accrued based on tenure and hours worked per pay period. Accrual schedule:

Years of Service	Accrual	Max Balance
0-4 years	16 days/yr	32 days
5-9 years	21 days/yr	42 days
10+ years	26 days/yr	52 days

Based off a 40 hour, year round employee

**Extended Sick Leave (ESL)** - Full-time and part time employees are eligible. This benefit is to be used for sick leave of three days or more. Full-time employees accrue seven days per year and can earn up to a maximum of 90 days. Part-time employees accrue prorated hours based on the number of scheduled hours per week. A physician's release is required for absences of three or more days.

**Bereavement Leave** - Full-time and part time employees are eligible. Employees receive compensation at their base rate for time lost from regularly scheduled work hours due to the death of a family member. Number of days outlined in employee handbook.

**Jury and Witness Duty Leave** - Full-time and part time employees are eligible. Employees receive compensation at their base rate for time lost from regularly scheduled hours due to active jury and/or time lost.

**Leave of Absence** - All employees meeting policy guidelines for particular leave. Employees are eligible based on criteria outlined in each leave policy. Proper notification is required. Our leave policies include Military Leave, Family and Medical Leave Act (FMLA), and Personal Leave of Absence.

**Holiday Pay** – Full-time and part time employees are eligible. Employees are eligible upon employment. Compensation at employee's base rate is provided for designated holidays (8 days per year).

**Wellness Program** - All employees. Access to adult therapy gym equipment during non working hours (before 8am, lunch hour, after 5pm). Fit Camps are also offered in certain locations.

**Continuing Education** - Full-time and part time employees are eligible. Internal education programs provided annually. WTRC also pays fees and travel expenses for CEU courses not provided internally.

**License Fees** - Full-time and part time employees are eligible. Paid license renewal and new graduate exam fees.