

# TOTAL REWARDS



\*\*Benefits for Full-Time & Part-time Partial Benefited Staff

## AUTOMATIC BENEFITS



All these benefits are paid for by PPPSW

- **Personal Time Off (PTO) Accrual**
  - 152 hours - 215 hours/per year based on tenure
- **Paid Holidays**
  - 10 per year
- **Health Advocate EAP**
  - 6 free session with a counselor/therapist per incident
  - work/life balance support program
- **Health Advocate Benefits Support**
  - Answer benefit questions, help with claims/Billing issues, provider finder, arrange 2nd opinions
- **Paid Parental Leave (PPL)**
  - Supplemental income for 8 weeks
  - Certain qualifications apply
- **Basic Life/AD&D Coverage**
  - 1x Annual Salary
- **Short Term Disability**
  - 20% of weekly income/Max \$2,000 weekly
- **Long Term Disability**
  - 60% of monthly income/Max \$12,500 monthly
- **Better Up Care**
  - 1:1 Confidential Life/Work Coaching

## OPTIONAL BENEFITS



Healthcare plans at discounted rates and financial aid options

- **Healthcare Plans (Full-Time staff only)**
  - Your choice of high-quality medical, dental, and vision plans
- **Flex Spending Account (FSA) (Full-Time staff only)**
  - Medical/Healthcare
  - Dependent Care
- **UNUM Insurance Plan (Full-Time staff only)**
  - Accident Insurance
  - Critical Illness Insurance
  - Short Term Disability Insurance
- **Legal Plan Membership (LegalEase)**
  - Year-round enrollment
- **Supplemental Life/AD&D Insurance**
  - For self, spouse, or child
- **401K with PPPSW Matching**
  - With immediate vesting
- **Education Assistance Program**
  - \$2,500/\$1,500 annually
- **LinkedIn Learning**
  - Unlimited access to online professional development
- **PPPSW Medical Services**
  - Free or Discounted

## AGENCY PERKS



Support for your wellbeing and career

- **24-Hour Fitness Discounts**
- **CNECT Premier Employee Discount Program**
  - Retail, Mobile Services, Rental Car
- **Dell Computer Purchase Program**
- **Global Fit Gym Network**
- **Tickets@Work Discounts**
  - Tickets, Hotels, Car rental, etc.
- **Referral Bonus**
  - \$3000 for Staff Clinician Referrals
  - \$500 for all other positions
- **Humanitarian Leave**
  - Up to 2 weeks of paid time off for licensed staff
- **CEU/CME Support for Licensed Staff**
  - \$1875 - \$2500 Annually towards qualifying expenses
  - 30 - 40 Hours of Paid time off
- **CALM App Premium Access**
  - Mental Fitness: Meditation, Sleep Stories, Music, inspiring talks and more

Questions about benefits? Contact us @ [HRhelpline@planned.org](mailto:HRhelpline@planned.org)

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# CARRIER PERKS



**\*\*Full-time staff enrolled in either a Kaiser or UHC Medical Plan\*\***



*UHC Medical Members*

- **UnitedHealthcare Rewards**
  - *Earn up to \$300 at no additional cost and choose how those rewards are earned and spent.*
- **Self Care from Ableto**
  - *Get access to self-care techniques, coping tools, meditations and more*
- **The Difference Card Benefit (HMO Plans)**
  - *Pays for deductible, co-insurance and a part of each office visit copay*
- **One Pass Select**
  - *A single membership that gives you access to a nationwide network of fitness locations*
- **Health Reimbursement Account (HRA) (PPO Plans)**
  - *Pays for 1/2 of the deductible*



*Kaiser Medical Members*

- **MyStrength App**
  - *Flexible and comprehensive digital self-care programs based on cognitive therapy models*
  - *Daily Health Trackers*
  - *Interactive Activities*
  - *In the moment coping tools*
- **Headspace Care**
  - *Text one-on-one with an emotional support coach anytime, anywhere.*
- **ClassPass**
  - *Free trial plus 20% off a monthly package to reserve in-person fitness classes at top gyms and fitness studios in your area and around the world*
  - *Free On-demand fitness classes (over 4K+ online classes)*
- **The Difference Card Benefit**
  - *Pays for deductible, co-insurance and a part of each office visit copay*

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