

Changing Tides Family Services Full-Time Employee Benefits Package

Full-time positions are eligible for the following benefits on the first of the month following 60 days of employment:

- **Medical Insurance:** We offer 4 different plans from Blue Shield of California, 100% of employee premiums are paid by employer, dependent premiums are paid by employee through payroll deduction
- **Dental Insurance:** We offer 2 Delta Dental Plans, 100% of employee premiums are paid by employer, dependent premiums are paid by employee through payroll deduction
- **Vision Insurance:** We offer VSP Coverage, 100% of employee premiums are paid by employer, dependent premiums are paid by employee through payroll deduction
- **Term Life and AD&D Insurance:** We offer coverage up to \$20,000 through our group plan and is 100% employer paid. Employees have the opportunity to purchase additional insurance coverage with premiums paid through payroll deduction
- **AFLAC:** Employees can purchase AFLAC supplemental insurance through payroll deduction

Additional benefits outside of insurance:

- **Retirement Plan:** Full time employees are eligible to enroll in the agency's 401(k) retirement plan after 1000 hours of service within the first 12 months of employment. Changing Tides Family Services is proud to offer 50% match up to 6% of the employee's salary
- Changing Tides Family Services meets the criteria for the Public Service Loan Forgiveness Program, employees are eligible to apply
- We also offer the following paid time off per year:
 - 12 days of Vacation Leave,
 - 12 days of Sick Leave (includes 3 days of Personal Necessity),
 - 3 days of Bereavement Leave,
 - up to 20 days of Jury Duty , and
 - 14 Holidays

4.28.26

Kerry Venegas, Executive Director

Child Care Services • Disability and Special Education Services • Community Services • Behavioral Health



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