

403 (B) INVESTMENT THRIFT PLAN

This voluntary retirement savings program offers the advantage of making contributions from your pre-tax salary. After two years of service, provided the employee has worked at least 1,000 hours for each of those two years, the agency will provide a matching contribution of up to 3% as currently set by our Board of Directors.

TUITION LOAN PROGRAM

FCS offers employees a loan for tuition costs up to a maximum of \$1,000 for their enrollment in a course at a local institution. For more information please contact the HR department.

SHARP PROGRAM

FCS participates in Alaska's Healthcare Workforce incentive/ Student Loan repayment program for qualified professionals.



ADDITIONAL BENEFITS:

- Flexible work schedules in applicable positions
- Preferred rates at the Dimond Center Hotel in Anchorage
- 16% Discount with AT&T
- Premium Logo pricing with Heather and Heather, Inc.
- PTO donations can be requested by full-time employees for unexpected hardships lasting more than 3 consecutive scheduled working days up to 2 times per year



Trust
Alaska Mental Health
Trust Authority

Revised on 4/7/2022

BENEFITS at a GLANCE

Frontier Community Services



- Insurance
- Paid Timeoff
- Retirement Plan
- Tuition Loan Program
- and more...

43335 K-Beach Road, #36
Soldotna, AK 99669

(907) 262-6331 FAX: (907) 262-6294
fcsonline.org work@fcsonline.org

PAID TIME OFF

Regular full-time employees accrue PTO at the rates below from the date of full-time employment. The number of days per year noted below are based upon an 8 hour work day.

- Through three (3) years 5 hours per pay period/16.25 days per year
- Four (4) through six (6) years 6.5 hours per pay period/21 days per year
- Seven (7) or more years 8.75 hours per pay period/28.25 days per year

PAID HOLIDAYS

Full-time employees will receive holiday pay for the following 10 days

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

PREMERA BLUE CROSS BLUE SHIELD OF MEDICAL / DENTAL

Additional insurance for family members also available.

GUARDIAN LIFE / AD&D INSURANCE

This is an employer paid benefit.

Benefit Amount

\$50,000 for Life / \$50,000 for AD&D

Benefit Reduces to

- 65% @ age 65
- 40% @ age 70
- 20% @ age 75

Optional Life insurance may be purchased for you or your spouse and/or children.

GUARDIAN VISION BENEFITS THROUGH VSP CHOICE NETWORK

Additional insurance for family members also available.

Hospital Indemnity

- Focus on recovery during a hospital stay, not your out-of-pocket expenses.

GUARDIAN SHORT TERM DISABILITY

This is an employer paid benefit.

Benefit Amount

60% of earnings

Benefit Maximum

\$250 per week

Elimination Period

0 Days for Accident/7 Days for Illness

Benefit Duration

26 Weeks

Maternity Coverage

Full coverage like any other illness

GUARDIAN LONG TERM DISABILITY

This is an employer paid benefit.

Benefit Amount

60% of earnings

Benefit Maximum

\$6,000 per Month

Elimination Period

180 Days

