



Supporting Mental Wellness.
Supporting You.

Employee Benefits

A Career That Cares For You



Competitive Benefits



Every Day Perks

- **Stay Connected:** \$50/month phone reimbursement (many positions)
- **Travel Smarter:** 70¢/mile mileage reimbursement (2025 rate)
- **A Day Just for You:** 1 floating holiday every year
- **Give & Get:** Extra PTO when you support United Way
 - 3 hours PTO for \$52 pledge
 - 7 hours PTO for \$53+ pledge



Time off & Balance

- **13 Paid Holidays throughout the year**
- **Generous PTO:** From 130 hrs/year up to 208 hrs/year based on service
- **Rest When You Need It:** Up to 56 hrs/year sick leave + Contact-paid sick time
- **Compassionate Leave:** Up to 3 days for immediate family bereavement



Health & Wellness

- **Comprehensive Coverage:** Medical, dental & vision, as well as life insurance and long-term disability plans are available
- **Employer Support:** Financial support toward medical insurance
- **Plan for the Future:** 401(k) with 3% employer match (after 1 year)
- **Smart Savings:** HSA option for healthcare and dependents
- **Peace of Mind:** Free, confidential Employee Assistance Program
- **Keep Growing:** Professional development opportunities to support your growth



Culture & Community

- **Holiday Lunch:** Celebrate the season with your team
- **Family-Friendly Schedule:** School service programs follow a lighter schedule during school breaks and summer. For Crisis Services, hybrid and remote positions are available

At Contact Community Services, you're not just filling a role, you're making a real impact. Our team members are passionate about building a healthier, more hopeful community, and we believe in taking care of the people who make that possible. From flexible schedules and generous benefits to a supportive culture where everyone's voice matters, Contact is a place where your career can grow while you help others thrive. Join us, and be part of something meaningful every day.



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Annual Holidays

1. New Year’s Day
2. Martin Luther King Jr. Day
3. President’s Day
4. Memorial Day
5. Juneteenth Day
6. Independence Day
7. Labor Day
8. Columbus Day/Indigenous People’s Day
9. Veteran’s Day
10. Thanksgiving Day
11. Friday after Thanksgiving
12. Christmas Day
13. Floating Holiday

PTO time - 35 hours carry over

Paid Time Off

Year of Service/Anniversary Date	Rate of Accrual per Pay Period
Date of Hire through 1st Anniversary	5.00 hrs per pay period (130 hours per year)
1st Anniversary to 2nd Anniversary	5.50 hrs per pay period (143 hours per year)
2nd Anniversary to 5th Anniversary	6.50 hrs per pay period (169 hours per year)
5th Anniversary and beyond	8.00 hrs per pay period (208 hours per year)

- Paid Sick Leave of 56 hours a year
- Sick Leave: 2 hours accrue for each worked pay cycle. Unused sick leave may be carried over and accumulate from year to year to a maximum of 364 hours.
- Remitted Tuition
- 401 k - enroll beginning of a quarter – Employer match of up to 3% after 1 year of employment
- Jury Duty - Full time employees get up to 10 days of paid jury/witness leave per calendar year
- Bereavement for Full and Part time employees:
 - 3 paid days off for immediate family members
 - 2 paid days off for the death of another relative
 - 1 paid day off for a close friend

