

Direct Support Professional Benefits Summary

- ✚ **Starting Wage:** Direct Support Professional's (DSP) starting pay is set at \$10.00 per hour.
- ✚ **Full-Time Status:** Achieved at 35 hours per week.
- ✚ **Medical Insurance ~Aetna Inc. ~ ME PPO 2500/90-09:**
 - Full-Time employees are eligible to receive free employee and dependent coverage.
 - Part-Time employees working 25 or more hours per week are eligible for employee coverage and have the option of purchasing dependent coverage.
 - Spouse/domestic partner coverage can be purchased by any employee working 25 or more hours per week.
 - The waiting period for effective coverage is the first of the month following 60 days of employment.
- ✚ **Dental Insurance ~ Securian Dental ~ Voluntary 2 w/o Ortho:**
 - Full-Time employees are eligible to receive free employee and dependent coverage.
 - Part-Time employees working 20 or more hours per week have the option of purchasing employee and dependent coverage.
 - Spouse/domestic partner coverage can be purchased by any employee working 20 or more hours per week.
 - The waiting period for effective coverage is the first of the month following 60 days of employment.
- ✚ **Disability Insurance ~ UNUM**
 - Any employee working 20 or more hours per week is eligible to participate in Short and/or Long Term Disability Insurance, with some company contribution.
 - Short Term Disability – Income Protection; 60% of earnings; Receive weekly benefit for up to 26 weeks; Premium 100% employee paid.
 - Long Term Disability – Income Protection; 60% of earnings; Receive monthly benefit 180 days after the start of the disability; Premium is 25% paid by the company and 75% paid by the employee.
 - The waiting period for effective coverage is the first of the month following 60 days of employment.
- ✚ **Life Insurance ~ UNUM**
 - Any employee working 17.5 hrs per week or more is eligible to participate in Life Insurance, with some company contribution
 - Free \$15K policy.
 - Employees may purchase additional life insurance for themselves, their spouse/domestic partner and/or their dependent(s).
 - The waiting period for effective coverage is the first of the month following 60 days of employment.
- ✚ **Retirement Plan ~ American Funds or Modern Woodman**
 - Any employee working 10 or more hours a week is eligible to participate in a SIMPLE IRA.
 - Employees can choose American Funds' stock plan or Modern Woodman's Fixed Annuity plan.
 - The company will match the employee contribution up to 3% of that employee's annual earnings.
 - The waiting period for this benefit is the first of the quarter following 1 year of employment.
- ✚ **Supplemental Insurance ~ AFLAC**
 - Any employee working 10 or more hours a week is eligible
 - Many types of policies available to choose from
 - 100% employee paid premium
 - Cash benefit paid directly to you to help with daily expenses when you are sick or hurt
 - The waiting period for effective coverage is the first of the month following 60 days of employment.

L I N C

Living Independence Network Corporation

Direct Support Professional Benefits Summary

- ✚ **Benefit Time:** Is accrued by all employees starting 60 days and the first of the following month, based on hours worked per week. Benefit time is used for illness, personal need, vacation and holiday time off.
- ✚ **Travel:** Mileage while transporting the client is reimbursed at \$0.42 per mile. Travel reimbursement to trainings and meetings is available, if you are asked to travel greater than 25 miles from your home to reach your destination.
- ✚ **Employee Assistance Program:** Through 'Stevens Wellspring Group'. A free and confidential benefit for all employees and their household members. Speak with a counselor on the phone or locally. Receive 3 sessions per incident; 3 incidents per year, per household member.
- ✚ **Other available benefits:**
 - BJ's Wholesale Club Membership discount ~ offered once a year
 - Education Reimbursement ~ see policy #313
 - NextGen College investment
 - Verizon Wireless discount ~ 22% on your personal cell phone
 - Wellness Reimbursement ~ \$50 per calendar year
- ✚ **Mandatory trainings**
 - Adult & Child CPR Certification
 - Blood Borne Pathogens or Preventive Disease Transmission Certification
 - BHP-Behavioral Health Professional Certification (Formerly known as BSI/HS)
 - Daily Journal Training
 - First Aid Certification
 - HIPPA / Confidentiality
 - Mandatory Reporter
 - Sexual Harassment
- ✚ **Voluntary trainings**
 - Autism 101
 - Fire Safety in the Home
 - Motor Skills Training
 - Medication Administration
 - PAB-Psychosocial Aggressive Behavior Training
 - Suicide Prevention, Intervention & Crisis Reporting
- ✚ **Supervision:** Employees must initiate weekly contact with their supervisor. All DSP's are required to receive combined group and individual supervision. The amount of supervision hours per month an employee must receive, is prorated on the amount of hours the employee works in a regular work week. For example, an employee that works a 35 hour a week schedule will need to receive 3.5 hours of supervision a month. Employees will have the opportunity to be job shadowed and participate in team meetings with a variety of professionals from different fields of expertise, and will receive support and gain creative strategies to meet the complex challenges of the work.
- ✚ **Growth and Development:** Opportunities are available for employees to mentor others and follow chosen career paths within the organization. Please take the time to share your career goals and aspirations with your supervisor, so that they may support you in achieving those goals.