



River Oak Center for Children Agency Benefits

Paycom Employee Self-Service

View and update personal information, view pay statements and W-2's, review benefit elections, submit time off requests, and approve timecards, etc. Remote access through the Paycom App on your agency Smartphone.

Employee Assistance Program (EAP):

Personal issues, planning for life events, or simply managing everyday challenges can affect your work, health, and family. EAP services provide you with the support, resources, and information you need to handle personal and work-life issues. For employees and their household members.

Tuition Assistance

Employee must be employed for 6 months to qualify. \$1,000 per year (\$500 per semester) for career-related courses.

Medical Plan Options:

- Kaiser Permanente HMO (With 2 options: High and Lo Plan)
- Western Health Advantage HMO (With 2 Options: High & Lo Plan)
- Dental Plan: Delta Dental (DMO or PPO Option)
- Vision Plan: Superior Vision

Employer-Paid Benefits:

- Long-Term Disability Insurance
- Basic Life Insurance
- Employee Assistance Program (EAP) (for you and household members)
- Monthly Employer Contribution towards Medical insurance
- Yearly Discretionary Contribution to 403(b) Retirement Plan

Voluntary Benefits:

- Voluntary Short-Term Disability Insurance
- Voluntary Supplemental Life Insurance
- Spouse Life and AD&D Insurance
- Child(ren) Life Insurance
- Flexible Spending Accounts
FSAs allow you to set aside a portion of your income, before taxes, to pay for qualified health care and/or dependent care expenses. Because that portion of your income is not taxed, you pay less in federal income, Social Security and Medicare taxes.
 - Health Care FSA
 - Dependent Care Plan FSA
- Legal Assistance Plans: Legal Shield and Identity Theft Shield
- 403(b) Retirement Plan (Roth and non-Roth)
 - Robust and comprehensive retirement portfolio management/Retirement Advisor

River Oak Center for Children Agency Benefits

Additional Benefits

- 11 Paid Holidays
- Generous vacation and sick time paid time off
- Mileage Reimbursement (Smart phone app Sure Mobile)
- Flexible Schedule/Remote Work Opportunities
- BBS Clinical Supervision (group & individual)
- Reimbursement for BBS or BOP registration
- Reimbursement for BBS or BOP Licensure process
- Support for BBS/BOP licensing exams
- Reimbursement for some trainings required for Licensure (CEU's)
- Cloud capability for remote documentation in our electronic health record
- Employee Assistance Program (EAP) for anyone in your household
- Agency culture
- Agency reputation in community
- Commitment to Equity, Diversity & Inclusion
- Training opportunities internally and externally including free access to My Learning Pointe: On-line Learning Management System
- Over 90 + hours of quality training including specialized trainings from experts in internationally recognized evidenced based practices
- Professional growth support and opportunities
- Tuition reimbursement
- Smart phones, laptops, signature pads
- Referral bonus