



Employee Benefits *at a glance*



Syntero, Inc., is a nonprofit 501(c)(3) organization committed to providing client-centered care while also equipping staff members with the support and tools needed to thrive--both professionally and personally. The following information provides a brief overview of benefits provided for full- and part-time staff members. For more details, please reference the full benefits package provided by Human Resources.



Genuine Support of Work-Life Balance

Paid time off is separate from agency holidays. The PTO model is also more flexible than traditional vacation and sick time. Beginning the first day of employment, eligible staff members accrue PTO at .058 hours per hour worked or **15 days annually**. The generous PTO accrual rate increases from years 2-4 (20 days annually); 5-9 (25 days annually) and 10+ (30 days annually).

Flexible work hours/options are also available for all staff members. Employees working 30 hours or more per week also earn **one work week of Extended Illness Time** each year based on their normal work hours and accrued over the calendar year. Employees may utilize EIT in situations where an employee is ill, an employee's family member is ill and the employee is certified for FMLA leave due to this illness, or in the case of death of a family member (in addition to bereavement leave).



Professional Empowerment & Training

FREE group supervision topics, supervision toward independent licensure and targeted growth opportunities provided through the **Career Pathway Program**.



Support for Individual and Family Well-Being

Premium health, dental, vision, life and long-term disability insurance coverage for full-time employees, and dependents, in addition to spouses for a surcharge. Flexible Spending Accounts for Dependent Care and 403-(b) Retirement Tax Deferred Savings Plans are available for all qualifying employees.



Pay Raises & Bonuses

Pay rate analysis of all job positions enable the agency to make targeted changes on behalf of employees who fall outside the determined pay ranges. Clinical Professional Productivity and Employee Referral bonuses are also provided for qualifying staff members. Performance-based raises are periodically approved by the Syntero Board of Directors for staff members who meet performance thresholds and have demonstrated alignment with agency values.



Staff Recognition & Special Access to Recreation Activities

Staff members are bestowed a **"Feed Your Soul"** monetary gift from the agency to utilize for self-care at all work anniversaries starting at an employee's third-year work anniversary. Staff can also receive access to preferred seating and tickets to attractions, theme parks, shows, sporting events, movies, and much more through the **Tickets at Work** program.

SYNTERO CORE VALUES



Syntero's values of integrity, empowerment, inclusivity and innovation are infused throughout all aspects of clinical, programmatic and business operations, resulting in a welcoming, respectful, family-oriented and professional work place.

All full-time staff members are required to work 40 hours per week and are eligible for all agency benefits. Part time staff members are able to work up to 29 hours per week.

The following benefits are available for all full-time staff members:

- Paid Time Off (PTO)
- 8 paid holidays separate from PTO
- Extended Illness Time
- Health insurance coverage (medical, dental, vision)
- Life insurance - 100% employer-funded
- Long Term Disability Coverage – 6 EAP sessions with LTD coverage
- Federal Public Service Student Loan Forgiveness Eligibility
- Bereavement leave

The following benefits are provided for ALL staff members:

- Flexible hours/options
- Clinical supervision and training available--no cost
- MyLearningPointe training--no cost
- Licensure exam and/or renewal fee coverage
- \$500 employee referral bonus
- 403-b Plan (must work 1,000/year to qualify for 2% match)
- FSA/Dependent Care Account
- Travel reimbursement
- Annual raises and bonuses
- Feed Your Soul gift - 3-5 years \$100; 5-7 years \$150; 8-10 years \$250; 11-14 years \$350; 15+ \$500
- Tickets at Work

