

Waterfall Benefits You

Here is what you can expect when you are a part of Waterfall Community Health Center.

General Benefits:

- Medical (HSA & PPO options) – fully benefited at 20+ hours per week.
- Dental (two options) – fully benefited at 20+ hours per week.
- Vision – fully benefited at 20+ hours per week.
- Medical, Dental and Vision benefits begin 1st of the month following our first day of employment and the employee premium is fully paid by Waterfall.
- 401K 6% match.
- Safe harbor 401K.
- Life & AD&D – coverage is effective after 90 days of employment.
- Short-term disability – coverage is effective after 90 days of employment.
- Paid Maternity/Paternity Leave (sixty (60%) of the employee’s regular salary).
- Annual funding for licensure renewal and/or continuing education.
- Employee Assistance Program (EAP).
- FTCA Malpractice coverage.

Health Care Provider Incentive Loan Repayment Program (for full and part-time providers):

- In exchange for service at a qualified practice site, participants receive funds to repay qualifying graduate-level, loan debt. Awards are calculated based on the balance owed on qualifying loans upon application to Health Care Provider Incentive Loan Repayment.
- Full time service providers must commit to a 3-year minimum service obligation in exchange for a tax-free award of 50% of their qualifying educational loan debt balance, up to \$50,000 per obligation year.
- Part time service providers must commit to a 3-year minimum service obligation in exchange for a tax-free award of 25% of their qualifying educational loan debt balance, up to \$25,000 per obligation year.

Personal Time Off (PTO – includes sick leave):

Qualifying years of service	Accrual Rate	Accrual Cap	Cap on payout at Termination
0 - 5 years	.0697 per hour worked (144 hrs or 3.6 wks/year)	160 hours	40 hours
6 - 10 years	.0928 per hour worked (193 hrs or 4.8 wks/year)	200 hours	80 hours
11 + years	.1175 per hour worked (244 hrs or 6.1 wks/year)	240 hours	120 hours

Observed Holidays - 7

- New Years’ Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas.

Sign on bonus

- LCSW, LPC, LMFT, PMNHP - \$5,000 paid on first payroll.
- Pre-Licensure Therapist (QMHP) - \$2,000 paid on first payroll.

Flexible work schedules

- Full-time, Part-time, and 10-month contracts available. We will work with you on the schedule that suits your needs!