



Palo Alto Community Child Care

BENEFITS HIGHLIGHTS

PACCC offers a wonderful benefits program for all regular staff working 20+ hours per week.

EMPLOYEE BENEFITS



Medical Insurance

PACCC covers 90% of HMO and PPO premiums
Employee may enroll dependents for an additional fee



Dental & Vision Insurance

PACCC covers 100%



Life Insurance & Long-Term Disability

1x/salary life insurance policy covered 100% by PACCC
Additional voluntary options available



Employee Assistance Program (EAP)

A confidential service to help employees with a variety of concerns, such as mental health, parenting, wellness, and legal and financial issues



401(k) & Roth Retirement Fund

PACCC matches employee contributions up to 4%



Health Savings & Flexible Spending Accounts

Options to enroll in HSAs and FSAs and use tax-free money for eligible medical expenses, dependent care and public transit



AFLAC Supplemental Insurance Options

Disease-Specific; Accident-Related; Hospital Indemnity; Life; Short-Term Disability; Dental and Vision



Employee Wellness

Opportunities to be physically active and eat healthy
Wellness workshops offered throughout the year



Paid Time Off

Vacation: 10 days for 1-2 years, 15 days for 3-4 years, 20 days for 5+ years
Sick Leave: 12 days per year
Holidays: 11 scheduled holidays & 1 floating holiday per year



Reduced Childcare Rate

Employees receive a 50% discount on PACCC childcare tuition (depends on availability of funds)

On average, PACCC contributes \$12,000 annually in basic benefits* for each employee. This amounts to an additional \$5.77 to an employee's hourly wage.
For illustrative purposes only.

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BENEFITS HIGHLIGHTS

PACCC believes that investing in employee education and professional development ensures higher quality programs and supports PACCC's vision, mission and values.

EDUCATIONAL INCENTIVES



Child Development Permit

Receive increases to base pay depending on permit level and support in obtaining permit through reimbursements and personalized development plans



Professional Development Bonus

\$500 per year upon completion of 21 hours of continuing education beyond work requirements



Tuition Reimbursement

Up to \$200 per class, \$1,000 annually
Reimbursements can include: course fees, books and supplies, mandatory health fees, parking fees

PROFESSIONAL GROWTH OPPORTUNITIES



Training & Development

Annual Professional Development Days
Paid, on-site CPR & First Aid training
Annual training calendar and workshops



Meetings

Regular meetings with your supervisor and colleagues



Advancement

Opportunities for career advancement within PACCC

AND MORE!



Employee Referral Bonuses

\$500 for permanent employees after 90 days



Discounts

Discounts for deals on travel, entertainment, wellness, apparel and more

*Basic benefits include: medical, dental, vision, life insurance, long-term disability and retirement.