

# NAMI Juneau Employee Benefits

## Eligibility

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Eligibility to participate or enroll in NAMI Juneau – sponsored benefits is limited to employees in regular (vs. temporary) full-time positions.

## Benefits

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### **SIMPLE IRA Retirement Plan**

The NAMI Juneau retirement plan allows employees to save for retirement by making tax-deferred contributions from their paychecks. NAMI Juneau will match contributions up to 3% of an employee's annual salary. Employer contributions are 100% vested at date of hire.

### **Time Off**

#### **Paid Time Off**

Regular, full-time employees receive 20 days of PTO per year. PTO is available immediately upon hire.

#### **Holidays**

Regular, full-time employees are provided 11 set paid holidays and 3 paid floating holidays to be used at employee's discretion.

### **Flexible Scheduling**

Employees will benefit from flexible hours, including the ability to “flex” their schedule for ideal work-life balance. Employees also have the ability to work from home when demonstrating task completion, and at supervisors' discretion.

### **Professional Development**

Employees are provided ample training opportunities including the opportunity to be trained in QPR, Mental Health First Aid, and other national mental health models. Additionally, each employee is provided an individual professional development budget to meet their professional development goals.

### **Networking Opportunities**

All employees are offered an array of professional networking opportunities including the opportunity to participate in local coalitions and regional & national conferences. Employees may also receive paid membership to professional groups.

### **Relocation Assistance**

Employees relocating to Juneau are eligible for up to \$1,000 in relocation assistance. Additionally, NAMI Juneau staff are happy to assist new employees in finding suitable housing, navigating local health care providers, and integrating into the community.