

BENEFITS INFORMATION



At CCI Health & Wellness Services, work is more than just a job, it's a purpose. Every day we strive to create a more equitable health care experience for communities made vulnerable by social, economic, and cultural barriers. As a Federally Qualified Health Center (FQHC), we help individuals live fuller lives by supporting their health and wellness journey. We do this by providing complete care, encompassing medical, behavioral, and dental care as well as specialty programs in HIV/AIDS treatment, prenatal, and refugee health care. To supplement these, we also offer access to WIC, nutrition counseling, and family planning services.

	Health Center Locations	WIC Locations
Montgomery County	6	4
Prince George's County	2	1

At CCI, each provider is responsible for an equal number of on call hours, based on their full-time equivalent (FTE) hours and their patient population, averaging approximately one week per quarter. All calls are received by telephone. All calls are referrals.

Paid Time Off		Years of Service	Pair Time Off Per Year
Full Time Employees Paid time off also includes: 8 holidays, including two (2) personal days (earned in 6-months intervals) to use at their discretion. Manager = Having 'Manager' as part of job title Provider = MD, DDS, NP, PA, RDH*	Non-Managerial	0-3	17 Days
		4-6	22 Days
		7-9	27 Days
		9+	29 Days
Executives Providers Directors Registered Nurses Managers		0-9	27 Days
		9+	29 Days

Continuing Medical Education Allowance:

Physicians/Dentist	\$3,000.00
Nurses Practitioner/ Physician Assistant	\$1,600.00
Dental Hygienist	\$1,200.00
Registered Dietitian	\$800.00
Behavioral Health Therapist	\$500.00
Nurse	\$500.00

Licensure and Membership Reimbursement

CCI reimburses the following:

- Maryland State License
- Drug Enforcement Administration (DEA)
- Controlled Dangerous Substance (CDS)
- Professional Memberships

Health & Wellness Benefits

Health coverage is offered through Cigna

Dental coverage is offered through United Concordia

Vision coverage is offered through EyeMed

If you elect to enroll in CCI's health coverage plan, you receive a maximum amount of \$5,000 via a health care spending account to use for health care costs.

Other Benefits

- Dependent care flexible spending accounts (FSA)
- Life insurance
- Disability insurance
- Life insurance for dependents and spouses at a reduced cost

Retirement Benefits

CCI offers a 403B retirement plan and contributes 2% of the employee's pay upon hire. CCI also matches up to 2% of the employee's contributions. With CCI's contributions, selecting to contribute as little as 2% from a paycheck results in a total of 6% contributed to the 403B. Employees are fully vested after four years.

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FULL TIME STAFF



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In addition, CCI offers up to \$1,500.00 per year in education assistance reimbursement.

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The CCI story and our patients' health would not be the same without your hard work and energy. This is why we strive to offer benefits that help you recharge and reenergize, like paid holidays, paid time off, and personal days.

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CCI HOLIDAY OBSERVATION

Beginning in 2021, CCI will recognize the day after Thanksgiving and Christmas Eve as additions to our official holiday schedule. Below is a list of observed CCI holidays.

CCI 2021 Holidays

New Year's Day	Friday, Jan 1, 2021
Memorial Day	Monday May 31, 2021
Independence Day	Sunday, Jul 4, 2021 Observed Mon, Jul 5, 2021
Labor Day	Monday Sep 6, 2021
Thanksgiving Day	Thursday , Nov 25, 2021
Native American Heritage	Friday, Nov 26, 2021
Christmas Eve	Friday, Dec 24, 2021 Observed Thursday, Dec 23, 2021
Christmas Day	Saturday, Dec 25, 2021 Observed Friday, Dec 24, 2021

Personal Time Off

CCI will provide staff with paid personal time off to meet their individual needs. Full-time and Part-time employees are eligible for two (2) personal days per calendar year.

- Employees on staff by January 1 have the full two days to use during the year.
- Those hired after January 1 earn a day in 6-month intervals.
- Supervisors must approve all the time off.
- Personal days must be approved in advance, except in cases of an emergency.
- Personal time may be taken in no less than 1/2-day (4 hours) increments.

Personal days must be used in the calendar year awarded, do not roll over, and are not paid out upon separation of employment.