



STAFF PERKS

NCUIH Offers*


- Competitive salaries and benefits
- 403(b) up to 10% Employer Match
- Eligible employer for public student loan forgiveness
- Minimum 25 days off and half days in the summer
 - 12 paid holidays, including Juneteeth and Indigenous Peoples' Day
 - 13 days a year increasing annual leave with length of service
 - 13 days flexible sick and safe leave
- 100% NCUIH paid high-quality Medical, [Dental](#) (including orthodontics) and [Vision](#) insurance (no payroll deductions for employee/partner/family coverage, worth up to \$45,000/yr)
 - Can be as low as \$10 Primary/\$20 Specialty per visit in network
- Short/Long Term Disability to protect you from unexpected events
- Optional discounted supplemental insurance (AFLAC)
- Employer-Sponsored Life Insurance coverage (\$50,000)
- Flexible Spending Account (FSA)
- Annual salary increases based on funding availability and performance
- Potential bonuses based on performance**
- Growth opportunities both in contributing to impactful national work that improves the health status of Indian Country, but also in professional development and promotions.

NCUIH Values Work/Life Balance

NCUIH believes that work/life balance and flexibility are vital to overall physical, mental and spiritual health.

We offer the following benefits to provide that balance to our employees:

- Flexible remote work environment
- Flexible start times between 8 am-10 am ET
- [Employee Assistance Plan](#) - Counseling, work/life benefits, self-help resources, coaching, training, and wellness savings

	 NCUIH Offers	Federal Government (largest DC employer) Offers
Annual Leave (days)		
13	1-3 years	1-3 years
19.5	3-5 years	3-14 years
24.3	6+ years	
26		15 years
Sick and Safe Leave		
4 hours per pay period	Yes	Yes
Insurance for self & family	\$0	\$\$
Dental Insurance for self & family	\$0	\$\$
Vision for self & family	\$0	\$\$
401(K)/403(B)	10% Match	5% Match****
Holidays	12 days	11 days
Staff Appreciation Early Release	Yes	No
Staff Appreciation Summer Fridays	Yes	No
Birthday Gift	Yes	No
Anniversary Gift	Yes	No

* Subject to change. Last updated July 28, 2023.

**Dependent on available funding.





- Summer Staff Appreciation Fridays - half days every other Friday between Memorial Day and Labor Day
- Staff Appreciation Early Release - 3 hours before office/holiday closure
- Wellness Program, ShareCare, and CloseKnit to support gym memberships, virtual behavioral health, etc.
- Virtual Chair Yoga Sessions
- Modern laptop equipment, supplies and online tools to support you in an everyday virtual environment to ease technology frustration and provide support for high quality work

NCUIH Believes in Professional Development

We believe in investing in our team. We offer sponsored access to innovative professional development training that provides certificates of completion and allows team members to continue learning on the job. We also offer:

- Monthly training and teambuilding to keep our skills sharp and increase synergy amongst the organization
- Monthly project/program/department spotlight to improve situational awareness among staff in a virtual setting
- 1-2 NCUIH-sponsored trips to NCUIH-sponsored retreats (based on availability of funding) including flight, hotel, and per diem
- NCUIH-sponsored trips to trainings or conferences including flight, hotel, and per diem (as appropriate)

Employee Perks

There are many perks to working remotely, but we recognize that it can be difficult to build relationships that way. We do still want to stay connected to our team and offer some fun ways to connect, even in a virtual world.

- NCUIH Swag
- Yearly anniversary gift
- Yearly birthday gift
- Holiday virtual and in-person parties
- Occasional lunch delivery
- Contests with prizes
- NCUIH Virtual Staff Clubs: Happy Hour, Movies/TV
- Platforms to share recognition of a job well done

