

Employee Benefits



At DCH, we believe that our employees are our greatest asset. We offer a comprehensive benefits package designed to enhance well-being, financial stability, work-life balance, and professional development.

Health & Wellness Benefits:

- **Health Insurance** – Comprehensive coverage for employees working 30+ hours per week.
- **Wellness Program** – Participate in our wellness program to reduce your benefit costs and improve your health.
- **Dental & Vision Insurance** – Available for employees working 30+ hours per week, with discounts on laser vision correction.
- **Flexible Spending Accounts (FSA)** – Pre-tax savings for healthcare and dependent care expenses.
- **Health Savings Account (HSA)** – DCH contributes to your HSA, helping you save for medical expenses tax-free.
- **Employee Assistance Program** – Three free confidential counseling sessions per situation for employees and immediate family members.
- **AFLAC Short-Term Disability** – Coverage starts immediately for accidents and after eight days for illness.
- **AFLAC Products** – Additional Accident Indemnity, Critical Illness, Cancer, and Hospital Protection plans available.

Work-Life Balance & Financial Security:

- **Paid Time Off (PTO)** – Earn up to 23 days per year for years 0-4, with increases at 5 and 10 years.
- **Bereavement Leave** – Up to 24 hours of paid leave for immediate family loss, separate from PTO.
- **Life Insurance** – Provided at no cost, covering your annual salary (up to \$50,000) with options for additional coverage.
- **Pension/Employer Match (403b)** – DCH matches 50% of your contributions, up to 6%, after one year of service per policy.

Tuition Reimbursement:

- **Part-Time Employees (FTE 0.4 – 0.7):** 60% reimbursement, up to \$1,000/year.
- **Undergraduate Study (FTE 0.75 – 1.0):** 80% reimbursement, up to \$3,000/year.
- **Graduate School Study (FTE 0.75 – 1.0):** 80% reimbursement, up to \$4,000/year.
- **Numerous professional development opportunities** – Access training programs, certifications, and career growth resources.

Incentives & Perks:

- **Weekend & Shift Differentials** – 10% pay increase for eligible shifts.
- **Holiday Pay** – Time-and-a-half for worked holidays.
- **Employee Recognition Program** – Celebrates service milestones and achievements.
- **Dietary Discounts** – 10% off meals for all DCH employees.
- **Community Discounts** – Exclusive local business discounts for DCH staff.
- **PHI Cares StatFlight Membership** – Emergency air transport with no balance billing.