

# GULF COAST COMMUNITY FOUNDATION

## Our Mission:

Together with our donors, we transform our region through bold and proactive philanthropy.

## Our Vision:

We envision thriving communities with opportunities for all.

## Our Values are:

Authenticity, Collaboration, Curiosity, Trailblazing, and Grit.

## EXCELLENT AND AFFORDABLE STAFF BENEFITS

We recognize the importance of benefits within the overall compensation package and provide quality benefit options while controlling the costs for our employees.

- **No-Cost Health Insurance** (For Employee Coverage) and affordable dependent coverage offered with employer contribution toward total cost – PPO or HMO (with FSA), or HDHP (with HSA) OR monthly allowance if externally insured (proof required);
- **No-Cost** telemedicine for our employees and their families
- **No-Cost** Life, AD&D, Short-Term and Long-Term disability insurances
- **Low-Cost** dental coverage for employees and their families with rollover benefits
- **Low-Cost** vision coverage for employees and their dependents
- **Supplemental insurances** (accident, disability, cancer, critical illness, hospital confinement) offered
- **Low-Cost** pet care discount plan
- **Monthly allowance** of \$75.00 toward cell phone utilization
- **Reimbursement** for work-related travel and mileage
- **SUBSTANTIAL PAID TIME OFF AND LEAVE TIME:**
  - **200** hours (or 25 days) for exempt employees OR **160** hours (or 20 days) for non-exempt employees of Paid Time Off annually, with no waiting period (pro-rated for the current year), with rollover eligibility
  - modified medical and family leave, paid maternity leave, paid time off to vote and for poll volunteers.
  - **PAID HOLIDAYS** - 12 full-day and 2 half-day paid holidays,
- **EXCEPTIONAL 401K PLAN** - 4% employer match after 90 days; + discretionary contribution of up to an additional 5% following completion of 12 months of continuous employment
- **STAFF AND ORGANIZATIONAL DEVELOPMENT INVESTMENTS** - Staff retreats and team building events, and off-site staff celebrations and family gatherings plus opportunities for ongoing training and development opportunities (conferences and/or trainings)
- **FREE AND CONFIDENTIAL** employee assistance program that offers employees and dependents a variety of tools, resources, and services to support their health, goals, and overall well-being.
- **Discount Programs** for Health and wellness
- Highly **collaborative and supportive work** environment that supports work-life balance