



Total Rewards Package
Updated: for January of 2024

		0-24 Months of Employment	25-48 Months of Employment	49 Months or Longer
Health and Dental Insurance	Live Oak pays 60% of monthly premium			
Vision Insurance	Live Oak pays 100% of the monthly premium			
401K	Live Oak matches up to 4% of employee contribution			
Time Off	See Below.			
Psychology Today	Live Oak will reimburse on a quarterly basis (up to \$360/year)			
Licensure Renewal	Live Oak will pay 100% of all licensure renewals			
Professional Development		\$150/year	\$300/year	\$450/year

Notes:

PTO and Professional Development funds are prorated based on an employee's start date.
 A maximum of 20 hours of PTO can be carried over from year-to-year.

PTO and Sick Time For Non-Salaried Staff

- Staff members who are paid hourly or who earn a percentage of the receipts that they collect for clinical work earn PTO and Sick Time according to the following scale.

Full Time PTO and Sick Hours				
Months of Service	Pay Per PTO Hour	PTO Hours Available	Sick Hours Available	Total Time Off/Sick Pay
0-24 Months	\$20	40 Hours	40 Hours	\$1600
25-48 Months	\$25	40 Hours	40 Hours	\$2,000
49-72 Months	\$30	40 Hours	40 Hours	\$2,400
73-96 Months	\$35	40 Hours	40 Hours	\$2,800
97-120 months	\$40	40 Hours	40 Hours	\$3,200
121-144 months	\$45	40 Hours	40 Hours	\$3,600
145 and beyond	\$50	40 Hours	40 Hours	\$4,000

¾ Time PTO and Sick Hours				
Months of Service	Pay Per PTO Hour	PTO Hours Available	Sick Hours Available	Total Time Off/Sick Pay
0-24 Months	\$20	32 Hours	32 Hours	\$1,280
25-48 Months	\$25	32 Hours	32 Hours	\$1,600
49-72 Months	\$30	32 Hours	32 Hours	\$1,920
73-96 Months	\$35	32 Hours	32 Hours	\$2,240
97-120 months	\$40	32 Hours	32 Hours	\$2,560
121-144 months	\$45	32 Hours	32 Hours	\$2,880
145 and beyond	\$50	32 Hours	32 Hours	\$3,200