



## Total Rewards Package Updated: for January of 2025

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

<b>Full Time PTO and Sick Hours</b>				
<b>Months of Service</b>	<b>Pay Per PTO Hour</b>	<b>PTO Hours Available</b>	<b>Sick Hours Available</b>	<b>Total Time Off/Sick Pay</b>
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

<b>¾ Time PTO and Sick Hours</b>				
<b>Months of Service</b>	<b>Pay Per PTO Hour</b>	<b>PTO Hours Available</b>	<b>Sick Hours Available</b>	<b>Total Time Off/Sick Pay</b>
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