



Benefits for Staff (non-attorney)

100% Employer Paid Benefits

Effective on date of hire

- Medical – PPO Plan - Employee, spouse & children up to the age of 26 yrs old.
- Dental & Vision – Employee, spouse & children up to the age of 26 yrs old.
- Long Term Disability Insurance for Employee.
- Life Insurance Policy - \$25K for Employee & 10K each for Spouse & Children.

Paid Time Off (PTO)

- Generous PTO Accrual.
0-3 years = 15 hours per month.
3-5 years = 18 hours per month.
5 years or more = 20 hours per month.
- 12 Paid Holidays per year.
- 1 Floating Holiday per year.

Paid Parental Leave

Legal Aid Center of Southern Nevada provides up to 12 weeks of paid parental leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly-adopted or newly-placed child. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as applicable.

Retirement

- 403(b) retirement plan.
- Pre-tax and Roth contributions allowed.
- Employee may contribute on first day of employment.
- Match dollar for dollar up to 5% of yearly salary after 12 months of employment.

Additional Employee Paid Benefits

- Short Term Disability – Employee paid.
- Accident Insurance – Employee paid.
- Critical Illness – Employee paid
- Hospital Indemnity – Employee paid.
- Additional Life Insurance – Employee paid, up to \$300,000.00 of additional coverage.

Additional Benefits

- Flex Schedules - 4 day work week or 5 day work week with one remote day.
- Employee Assistance Program.
- Secondary Trauma Training.
- Mentorship Program.



The mission of Legal Aid Center of Southern Nevada is the preservation of access to justice and the provision of quality legal counsel, advice, and representation for individuals who are unable to protect their rights because they cannot afford an attorney.