



Special Service for Groups, Inc.

Staff Benefits Package

Special Service for Groups, Inc. (SSG) is one of the premier nonprofit organizations based in Los Angeles, California with over 1,000 current employees. We recognize that EMPLOYEES are the most valuable part of our organization and for over 70 years we have strived to provide a very competitive total compensation package.

Join the SSG Family and get access to all of the amazing benefits below!

Health, Dental and Vision Insurance

- A Group Medical Plan (Aetna HMO/PPO or Kaiser), Group Dental Plan (Aetna HMO and PPO) and Group Vision Plan (EyeMed Vision) are offered to all eligible employees, with SSG covering a significant portion of the premiums – up to 100% for Employees and 80% for Families.
- Eligible dependents include your spouse, domestic partner, children and stepchildren up to age 26
- SSG covers 100% of a Health Reimbursement Account (Difference Card) for all employees and families enrolled on the Medical plans – covering from \$4,350 to \$9,000 of co-pays and healthcare expenses.
- Insurance begins 1st of the month following 60 days of employment
- Pre-Tax payroll deductions

Other Insurance

- Basic Life/AD&D coverage of \$50,000 paid for 100% by SSG.
- Long-Term Disability income protection that provides 66.67% of monthly salary replacement to a max of \$7,000 per month. Benefit is paid for 100% by SSG.
- Employee Assistance Program (EAP) available to all employees and their immediate family members, providing 24/7 telephonic counseling services and 3 face to face counseling visits. Benefit is paid for 100% by SSG.
- Flexible Spending Account (FSA) for employees to set aside pre-tax dollars for eligible medical or dependent care expenses.
- Variety of Voluntary Plans including Supplemental Life and AD&D, Short Term Disability, Critical Illness, Accident, Hospital Indemnity, and Pet Insurance.
- Insurance begins 1st of the month following 60 days of employment. Long Term Disability starts 1st of the month after 12 mos of employment.

Financial Savings Plan/Retirement

- SSG provides a platinum retirement benefit and currently contributes up to 7.5% of salary to the Mutual of America 403(b) Thrift Plan with or without employee contribution.
- Eligible employees join the plan on the first enrollment date following one year of service and 1,000 hours of work within a 12-month period.
- Employees may choose to add pre-tax earnings into the Mutual of America 403(b) Thrift Plan (Employee Contribution) at any time during the year.

Vacation and Paid Time Off

- SSG recognizes eleven (11) official holidays per year (paid).
- Employees earn vacation leave after completion of their introductory period.
Full-time employees earn between 12 – 21 vacation days per year, depending on seniority.
- Employees can earn sick leave hours up to 12 days per year.