

2026 Employee Benefits Summary



Health Benefits



Medical

Kaiser & Sutter Health Plan HMO plans including Traditional HMO and High Deductible Health Plan (HDHP)



Dental

Principal Dental plan



Vision

VSP Vision plan through Principal



HSA Contributions

MidPen contributes to HSA for HDHP members:

- › Employee Only - up to \$1,000/year
- › Employee + Dependents - up to \$2,000/year



Financial Well-being



403(b) Retirement Plan

Employer contribution of up to 6% annually for eligible employees



Cash in Lieu

Employees waiving medical, dental & vision due to other coverage may receive \$200 per month (taxable) or contribute pre-tax to the 403(b)



Employee Referral Bonus

Eligible employees receive \$750 when a referred candidate is hired into a full-or-part time role and stays 90+ days



Education Assistance Plan

Up to \$3,000/year (lifetime max \$12,000) for business-related courses or qualified loan expenses

- › Benefit extends to eligible family members
- › Courses do not need to be job related



Life & Disability Insurance

- › Employer-paid Life/AD&D
 - 3x annual earnings (\$500,000 max)
 - Option to purchase additional coverage
- › Employer-paid Short and Long Term Disability plans



Critical Illness & Accident Insurance

Lump sum payment upon first diagnosis of a covered illness (Critical Illness) or covered injury due to an accident (Accident Insurance)



Commuter Benefits

Pre-tax contributions for parking and transit expenses



Explore MidPen's Career Site

Scan or click the QR code to see current opportunities. Find more than a job, find a career and a purpose.



Paid Time Off



Vacation

Accrual based on service: start at 80 hours/year, increasing to 160 hours/year at 10 years

- › Cap = 2x annual accrual



Sick Time

Accrue up to 88 hours/year, with a cap of 480 hours

- › Unused balances roll over



Wellness Days

MidPen Housing recognizes 4 paid Wellness Days; specifically one for each month that does not otherwise have a holiday



Personal Days

Employees working 20+ hours/week receive 16 hours/year

- › Does not roll over



Family Wellness



Employee Assistance Program

24/7 hotline, information, referrals, and up to 10 visits per issue with a counselor for employees and family members



Family Building & Hormone Health

Support for fertility, pregnancy/postpartum, adoption, surrogacy, return to work, menopause, low testosterone, gender affirming care, and more



Flexible Spending Accounts

- › Health Care FSA
- › Dependent Care FSA



Pet Insurance

Helps cover unexpected veterinary costs