Join Our Team!

Belong

About Us

Our culture thrives on **transparency**, **open communication** and **positive teamwork.**

We believe in being **solutions-focused** to achieve our three pillars of providing services to those we serve through:

Healing

Hope

Home

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Our Salaries

- If making a lateral move from DFPS, SJRC Texas will **match** base salary.
  - Base salary does **not** include longevity pay or stipends.
  - As SJRC Texas grows, we are evaluating our benefits package to include merit raises, bonuses and longevity pay.
  - Our **commitment** is that you are fairly-compensated.
  - Team members are compensated **bi-weekly**.

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Our Health & Dental Benefits

60-day waiting period for health insurance is **waived** for DFPS employees moving over to Belong.

Dental Plans

Rates Per Pay Period	MetLife	BCBS
Employee Only	$2.46	$2.52
Employee + Spouse	$ 12.28	$12.57
Employee + Child(ren)	$ 19.31	$19.76
Family	$ 32.99	$33.77

PLAN HIGHLIGHTS	Blue Cross Blue Shield of Texas – PPO Base Plan			Blue Cross Blue Shield of Texas – PPO Middle Plan			Blue Cross Blue Shield of Texas - PPO Buy-up Plan		
	TOTAL	SJRC	EMP	TOTAL	SJRC	EMP	TOTAL	SJRC	EMP
Employee Only	$173.33	$130.00	$43.33	$242.20	$181.65	$60.55	$285.69	$214.27	$71.42
Employee + Spouse	$353.59	$166.05	$187.54	$494.08	$232.02	$262.06	$582.80	$273.69	$309.11
Employee + Child(ren)	$350.13	$165.36	$184.77	$489.23	$231.05	$258.18	$577.08	$272.54	$304.54
Family	$466.27	$188.59	$277.68	$651.51	$263.51	$388.00	$768.50	$310.83	$457.68

SJRC Texas contributes 75% towards the Employee Only premium and 25% towards the Dependent premium.

Other Benefits

Non-Monetary Benefits:

- Lifeworks Employee Assistance Program
- Lifeworks Grief Counseling
- BCBS Wellness Programs
- Telemedicine services available through BCBS Medical
- Approved entity for Public Student Loan Forgiveness Program
- Offer CEUs to licensed and certified employees

Additional Insurance Available for Purchase by Employees:

- MetLaw Texas Legal Protection Plan
- Aflac Short-Term Disability, Accidental Injury, Protection Assurance, Critical Care & Hospital Choice
- BCBS Vision
- MetLife Vision

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Our Investment in YOU

SJRC TEXAS EMPLOYEE INVESTMENT

example of an annual compensation	$10,000	
taxes	Social Security/Medicaid	$765.00
	State Unemployment Tax Act	$135.90
health & other benefits	BCBS Medical - Middle Plan - Emp. & Child(ren)	$5661.72
	Dental - Emp. & Child(ren)	$385.68
	Life Insurance	$37.56
	Long-Term Disability	$252.96
	Cell Phone	$600.00
	4% 401K Discretionary Distribution	$400.00
Our Total Employee Investment	$18,238.82	

Our Retirement 401K Plan & Distribution

- SJRC Texas is amending our 401K plan to eliminate the one (1) year waiting period to allow DFPS employees to be eligible to participate in 401K plan **immediately**.
- 3-5% distributions are made at the end of the fiscal year as cash flow allows.
- 401K contributions are **voluntary** and distributions will be made even if there is no other activity.

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Paid Time Off & More

- **11 Holidays** including Veterans Day plus one floating holiday for birthday or anniversary.
- **40 hours** of **sick leave** accrued each year.
- Minimum of **80 hours of vacation** leave accrued each year.
- Case workers will be classified as salary non-exempt employees that earn overtime (OT). OT will be paid out every pay period – no accumulation.
- All other positions are considered salary exempt and will flex their time in lieu of OT.
- We are exploring the process to start a sick leave pool.

LENGTH OF SERVICE	ACCUMULATION /PAY PERIODS	ANNUAL VACATION TOTAL	MAXIMUM CALENDAR CAP*
0-3 years from date of employment	3.04 Hours	80 Hours	100 Hours
4-6 years from date of employment	4.37 Hours	120 Hours	100 hours
7+ years from date of employment	6.10 Hours	160 Hours	100 Hours

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Hiring Fairs

- In-person Hiring Fairs will begin in **June 2022**. Information will be sent to you in the coming weeks.
- DFPS candidates are asked to bring their current Resume, most recent Performance Evaluation and last two Conference Notes.
- Letters of intent will be made available at the Hiring Fairs as well as on our website.

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Travel & Reimbursements

- Mileage is paid for travel in personal vehicle.
- Master accounts for hotels and car rentals are available.
- Debit card for emergency youth expenses will be provided.

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Unit Structure & Caseloads

Units:

- Unit structure is being determined as Belong builds out the organizational chart for Stage II of Community-Based Care. We are exploring several options, to include the current unit structure that exists at DFPS.
- We are also studying adding support staff into the unit structure to help workers focus more on case management of their children.

Caseloads:

- Our **goal** is for caseloads to be set at 14 per worker and no more than 17.
- We absolutely want you to **keep your current caseload** should you transition to Belong. **YOU** are the expert on your children and families.

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Office Structure

- SJRC Texas currently has 3 offices – San Antonio, New Braunfels, Bulverde
  - Team members can use any office for meetings or utilize other options in the community.
- Belong team members work remotely, primarily from home, which will continue in Stage II.
- Belong plans to utilize the community for activities like parent/child visits, FGC's, training, program meetings, etc.
- Future plans include opening Family Resource Centers in strategic areas.

Check out our Bulverde Office here!

San Antonio Office

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Technology

Cell Phones:

- Most Stage II staff will be issued a work cell phone from Belong.
- Cell phones will have hotspot capability.
- We are working to set up Safe Signal or something comparable on your work cell phone to ensure caseworker safety.

Laptops:

- Laptops will be issued to each person transitioning to Belong in Stage II.
- Touchscreen capable laptops with traditional style keyboards.

**All equipment will be issued the week prior to go-live. You will pick up Belong equipment from a location determined by Belong and turn in your DFPS equipment at a location determined by DFPS.

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SSCC Supervision Plan

There has only been **ONE** youth in SSCC Supervision **since December 10, 2021**.

- Touchstone Alliance is partnering with SJRC Texas to provide appropriate behavioral, mental and physical support services for high-acuity youth in the form of a Stabilization and Assessment Center.
  - That program is in-process to be launched at our Bulverde location.
- The vast majority of youth in SSCC supervision or who are at-risk for being in SSCC Supervision qualify for the Touchstone program.
- If a youth happens to come into SSCC supervision that does **not** qualify for the Touchstone program, Touchstone may provide temporary placement until a more appropriate placement is secured.

*When you transition to Belong, you will **no** longer have to work CWOP shifts in Bexar County.*

TOUCHSTONE ALLIANCE, INC.

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Contact Us

Get the latest updates at sjrcbelong.org/stage2

Submit any questions or comments to: belong@sjrctexas.org

Thank You!

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