



## EMPLOYEE BENEFITS

### Health Insurance

- PBCG covers 75% of cost, Employee pays remaining 25%
- Three plans to choose from
- Option to purchase coverage for spouse and dependents

### Paid Time Off (PTO)

- 80 hours are accrued annually starting from the first day of employment
- Increases based on years of full-time employment

### Holidays

- PBCG recognizes seven holidays (nine days) per year for full-time employees

### Paid Days Due to Weather Closures

- PBCG follows local school district closures due to bad weather
- Telecounseling option for clients if weather restricts travel
- If telehealth is not feasible, sessions are paid at salary/PTO rate

### Retirement Plan 403(b)

- Available for employees over 21
- Pre-tax or post-tax Roth options
- Employer matches 50% of Employee contribution up to 4%

### Life Insurance for Employee

- \$30k, paid for by PBCG
- Option to increase at own expense
- Option to purchase supplemental life insurance for spouse and/or dependents

### Accidental Death and Dismemberment Insurance for Employee

- \$30k, paid for by PBCG
- Option to increase at own expense
- Option to purchase supplemental AD&D for spouse and/or dependents

### EAP Plan

- Access for all employees and immediate family members in the same household, including children up to 26 years old if living at home or in school

### Direct Deposit of Bi-weekly Payroll

## ABOUT

PBCG is a non-profit, 501(c)(3) organization working to ensure that individuals and families seeking mental health treatment should have access to counseling services, regardless of their socioeconomic status and ability to pay.

### Providing Evidence-Based Outpatient Counseling Services

Serving 36 counties in Texas and 3 counties in Southeastern New Mexico

Providing services through telehealth and face-to-face sessions

## LOCATIONS

### PBCG - New Mexico

Carlsbad, NM  
Hobbs, NM  
Artesia, NM  
Jal, NM

### WTCG - Texas

San Angelo, TX  
Del Rio, TX  
Big Spring, TX

[pbcg.org](http://pbcg.org)

(575) 249-2561

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## CLINICIAN-SPECIFIC BENEFITS

### Flexible Scheduling

### Full-Time Clinical Work Minimum

- 30 hours per week considered full-time

### Full-Service Administrative Support

- Includes intake, scheduling, billing, payroll, accounting, marketing and credentialing

### No Self-Marketing Required

- Established referral network and waitlist provide a steady client flow

### Paid Training Opportunities for Clinical Staff

- Includes registration fees and time spent in training
- Initial trainings for therapists include:
  - Cognitive Behavioral Therapy-Essentials I and II (Beck Institute)
  - Cognitive Processing Therapy
  - Cognitive Behavioral Therapy for Suicide Prevention
- Ethics training provided every other year to meet licensing requirements

### Paid Supervision for Clinical Staff

- Weekly supervision/consults with an LPC-S
- Weekly couples consultation led by certified Gottman therapist/LPC-S
- Monthly child/adolescent consultation with an LPC-S/RPT-S

### Professional Monthly Case Consultations

- Led by Dr. Christine Padesky (co-creator of Strengths Based CBT and author of Mind Over Mood), with CEU credits provided

### License Renewals and Upgrades

- Reimbursed by PBCG

### Loan Repayment Eligible Site through New Mexico Higher Education Department at Health Professional Loan Repayment Plan (HPLRP)

- For Full-Time Therapists in New Mexico

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