

Employee Benefits

Health Insurance:

We offer a very generous health insurance plan for employees working more than 30 hours per week. The entire monthly premium is paid for the employee's medical and dental coverage. Employee has option to pay for coverage for spouse and/or dependents and/or domestic partner.

Supplement Insurance:

Supplement insurance including universal life insurance, term life insurance, long term disability, accident insurance, critical illness insurance, and cancer insurance are also available.

All applicants will receive consideration for employment without regard to race, color, ancestry, religious creed, national origin, sex, sexual orientation, physical and/or mental disabilities, medical condition, age, and marital status.

Continuation of Group Health Insurance (COBRA):

Certain employees and their dependents that are enrolled and participating in health and/or dental plans provided by The Janet Pomeroy Center may elect to continue such coverage up to 18 months or longer in accordance with the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) of 1986 if group benefits are lost due to qualifying event. Qualifying events for loss of coverage include termination of employment, reduction in work hours, retirement, death of an employee, or divorce or legal separation.

Two Retirement Plans:

Employees who work more than 20 hours per week are immediately eligible for participation in one of our 403(b) plans. Regular full-time employees may also elect to make individual wage reduction contributions to the plan up to the limits allowed by law, starting on the first of the month following the date of hire.

Employees working more than 30 hours per week who successfully complete two years of continuous employment are entitled to receive employer contributions to an authorized tax-deferred annuity plan. Under this program, The Janet Pomeroy Center has the option of contributing a percentage of the employee's base pay to the annuity plan. Regular full-time employees may also elect to make individual wage reduction contributions to the plan up to the limits allowed by law, starting on the first of the month following the date of hire.

Vacation, Sick, and Other Time Off:

Time off benefits accrue based on hours worked. Employees are eligible for up to two week paid vacation, 70 hours paid sick leave, nine paid holidays, and two personal leave days. Additional time off may be granted within applicable laws.

Employee Referral Program:

Each employee who refers a qualified candidate whom is selected and hired with The Janet Pomeroy Center will receive an Employee Referral Bonus after the referral has worked with The Janet Pomeroy Center for six months.

Employee Recognition and Rewards:

We value the work and dedication of our employees and have numerous events to recognize and reward our employees including a celebration two times a year with all employees.

Employee of the Month: We recognize and reward one employee each month for outstanding accomplishment, services, and/or teamwork. An organization-wide party is held to celebrate and the Employee of the Month receives 'Employee of Month' parking spot, a gift certificate for a local store, and a few other nice rewards.

Annual Reward Ceremony: We have two highly coveted rewards which are presented annually to two employees who have demonstrated outstanding services and teamwork within our Center. Employees that have reached a certain number of years with us also are rewarded.

Other Recognition and Rewards: We have many other recognition and reward opportunities for our employees regarding different aspects within employment that we place value on.