



Our Employee Benefits

Health and Wellness Benefits:

- Very generous health and dental plans offered for regular, full-time employees
- Currently, The Janet Pomeroy Center pays 100% of the monthly premium for the employee's medical and dental coverage
- Eligibility starts the first of the month after three months of regular, full-time employment

Medical Benefits:

- There is a small copayment when employees use the medical services
- Employee has option to pay for coverage for spouse or domestic partner and/or dependents
- A variety of wellness, health education, and other health-related options are offered

Dental Benefits:

- We have a Preferred Provider Option (PPO) with a deductible and percentage of copayment when using dentists in the PPO network
- Employee has option to pay for coverage for spouse or domestic partner and/or dependents

401(k) Plan:

- Regular, full-time employees are eligible to participate in our 401(k) plan and make individual contributions to the plan up to the limits allowed by law
- Eligible after three months of regular, full-time employment
- We offer a variety of investment choices to choose from through Fidelity Investments, our 401(k) Plan Administrator
- Participating employees are eligible to receive employer contributions to the 401(k) plan

- Under this program, The Janet Pomeroy Center has the option of contributing a percentage of the employee's base pay to the plan

Vision Plan:

- An optional plan available to employees with a deductible for eye exam Lenses available every year and frames every two years
- Employee has option to pay for coverage for spouse or domestic partner and/or dependents

Vacation, sick, and other time off:

- Time-off benefits are provided to regular, full-time employees
- Accrued based on hours worked
- Employees are eligible for paid vacation, paid sick leave for the employee (or a designated individual), paid holidays, and personal leave days
- Additional time off may be granted within applicable laws

Supplemental Insurance:

- Supplemental insurance including short-term disability, hospital insurance, cancer insurance, life insurance are available

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 reduction in work hours, retirement, divorce or legal separation, death of an employee or termination of employment

Commuter Benefits Program:

- Employees may participate in our commuter benefits program with monthly pre-tax contributions of up to \$130.00 for using public transportation to and from work, and up to \$230.00 for parking
- Emergency rides are available
- You can save over \$1,600.00 per year in taxes (depending on your income tax bracket)

Other rewards programs:

- Additional recognition and rewards based on performance, safety, teamwork, etc.
- Discount on personal cell phone and plan, local restaurants

Education Reimbursement:

We'll help you pursue further education that is related to your position and career growth (also dependent upon departmental budget).

Employee Referral Program:

- Good performers often refer other good performers.
- We have a high percentage of new recruits through our employee referrals.
- We encourage you to recommend applicants for open positions here and will award you a bonus if your referral accepts our offer and works for a specific amount of time.

Education Reimbursement:

- We'll help you pursue further education that is related to your position and career growth (also dependent upon departmental budget).