



EMPLOYEE BENEFITS SUMMARY

Health Insurance	Blue Cross Blue Shield insurance-3 plans available with 70% or 65% Agency contribution for individual, individual+1, or family plans.
Dental Insurance	Blue Cross Blue Dental Blue Program-70 % Agency contribution for an individual or family plan.
Vision Insurance	A voluntary vision plan through Eye Med is available for individuals and families.
Short Term Disability	Voluntary short term disability insurance through Unum for individuals.
Long Term Disability	100% Agency paid long term disability insurance through Unum for individuals.
Life Insurance	\$20,000 paid by the Agency through Unum. Additional employee paid supplemental life insurance available for individual, spouse, and child.
AD&D	\$40,000 paid by the Agency through Unum.
403 (b)	Retirement account though TIAA-50% Agency match for employee contribution up to 5% of salary.
FSA/DCA	Flexible spending for medical expenses or dependent care account available through HRC Total Solutions.
Vacation	Less than 3 years of service employee will accrue 2 weeks per year. Upon completion of 3 years of service employee will accrue 3 weeks per year. Upon completion of 7 years of service employee will accrue 4 weeks per year.
Holidays	10 paid holidays days per year for all staff working over 20 hours per week (does not include per diem or temporary staff).
Personal Days	3 days per year pro-rated during the first year of employment based on date of hire.
Sick Days	Accrued as 1 day per month pro-rated for part time employees. Unused sick leave is carried over from year to year.
Sick Bank	After completion of 1 year of service employees can donate 8 hours of sick time per year and use for catastrophic illness.
Tuition Remission	100% tuition remission for undergraduate state funded schools provided through the Providers' Council.
Tuition Reimbursement	80%-100% tuition reimbursement for the BCBS program through Endicott College offered on site at Cape Abilities.
Employee Discounts	Auto, home, renters, and boat insurance through Rogers and Gray payroll deductions. Other local and national discounts available through the Employee Discount Program.