Benefit Overview – Aug 2019

ICER strives to offer a competitive benefit suite to its full-time employees. The below overview is meant to give a general sense of the range of benefits we offer. Please note that details may change.

Health insurance:
• Standard HMO and PPO options available through Tufts in Massachusetts, Aetna in Maryland, and Blue Shield of California in California – 80% employer paid

Dental insurance:
• Delta Dental, MetLife, or Aetna – 80% employer paid

Vision insurance:
• VSP or Aetna Vision – 80% employer paid

Payroll frequency:
• Bi-weekly, paid every other Friday

Employer paid life insurance, short-term and long-term disability

Paid time off/sick time/holidays:
• Flexible Paid Time Off for vacations and personal time; typically no more than 2 weeks at a time; no accrual or limit on amount taken; available after 3 months of service; 10 paid company holidays
• Sick time: Accrued at one (1) hour per twenty-six (26) hours of time worked (equivalent to 80 hours a year for full-time employees) up to a maximum cap of 96 hours

Leaves of absence:
• 8 weeks parental leave (4 paid, 4 unpaid; can also use available sick time to extend parental leave)
• 4 weeks leave of absence unpaid, available on case-by-case basis

Retirement:
• Voluntary employee contributions to 401(k) with 50% employer match of the first 4% of contributions.
• Employer contributes 3% of salary to 401(k).

Other benefits:
- Commuter passes available for purchase pre-tax
- Discount shopping and services through TriNet Perks