



## **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