

# Benefits Summary

Employees of Evergreen Health, Community Access Services and Pride Center of WNY enjoy a comprehensive benefits package with much to offer -- from generous paid time off to affordable insurance. We are dedicated to the health and well-being of our team members and their families.

## Medical

We offer three (3) plan options under Univera, with the employer-paid portion covering more than 65% of premium costs. Employees also receive a \$150/\$300 Wellness Card. Employees are eligible the first of the month following 30 days of employment.

*Coverage includes:*

- Prescription Drug Benefit
- Physician's Office Services
- Physician's Preventative Services
- Inpatient & Outpatient Hospital Services
- Emergency Hospital Care
- Mental Health & Substance Abuse
- Diabetic Supplies & Services
- Other Services (information available)

## Dental

A Preferred Dentist Plus Program (PDP Plus) is offered through MetLife with in and out of network coverage available. This benefit is 100% employer-paid for single and family coverage. Employees are eligible the first of the month following 30 days of employment.

*Coverage includes:*

- Preventative Care - 100%
- Basic Restorative Care - 80%
- Major Restorative Care - 50%
- Orthodontia - 50% (for dependents up to age 19)

## Vision

Vision insurance is offered through MetLife with in and out of network coverage available. This benefit is 100% employer-paid for single and family coverage. Employees are eligible the first of the month following 30 days of employment.

*Coverage includes:*

- Low Copay for Eye Exam (\$10)
- Annual Allowance for Contacts or Frames (\$130)
- Low Copay for Standard Corrective Lenses (\$25)
- Discounts on Lens Enhancements

## Disability and Life Insurance

Disability and life coverage options are available the first of the month following 30 days of employment.

- **Short-Term Disability:** The association covers 100% of the premiums.
- **Long-Term Disability:** The association pays the first \$10.00 of the premiums.
- **Life Insurance:** Personal Life & AD&D Insurance - The association pays the first \$1.00 of the premium.

## 403b Retirement Plan

Employees are eligible to participate in our retirement plan through Vanguard, starting the first day of employment. Employee contributions are subject to annual limit of \$18,000 of your salary. Employees, 50 years of age, or older, may contribute an additional \$6,000 annually. Employees may contribute to a traditional (pre-tax) or Roth (after-tax) retirement plan.

*Retirement Plan includes:*

- **Employer Match:** Dollar-for-dollar, up to 5% of your annual salary
- **Vesting Schedule:** Employees are fully vested from the start of their retirement plan (day 1)

## FSA - Flexible Spending Account

Our ProFlex Flexible Spending Account (FSA) option is a front loaded card with an elected amount of money that will be available the first day you are benefits eligible. Each pay period there will be a fixed amount deducted from pay to compensate for the amount elected on the card. This is a pre-tax benefit.

Employees may rollover up to \$500 (if unused) into the next year.

## HSA - Health Savings Account

Our HSA Account is through Keybank, and available with the high deductible plan. This acts as a true savings account. Employees who opt-in for the HSA will elect a fixed amount each pay period to be deposited into a bank account for use on eligible healthcare expenses. This is a pre-tax benefit.

## Additional Benefits

*Additional benefits include:*

- Paid Lunch
- Paid Parking
- 7 Paid Holidays
- Paid Time Off Package (Up to 3 weeks paid vacation)
- On-site Market
- Credit Union Membership
- Employee Assistance Program
- Ongoing Staff Development & Training
- Discounts at various vendors (i.e.: cell phone , college tuition, gym memberships, etc.)



2017 BEST PLACES TO WORK



The Evergreen Association is a nonprofit, multi-agency service group with the mission of fostering healthy communities throughout Western New York. We provide medical, pharmacy, housing, mental health, nutrition, transportation, and syringe exchange services, as well as health education, health promotion, and disease-specific prevention programs throughout Western New York. Our staff practices an intentionally thoughtful approach to delivering improved health outcomes, particularly for individuals and families affected by poverty, addiction, stigma, and/or other significant life challenges. We specialize in serving those who are dealing with multiple chronic diseases, such as HIV/AIDS, diabetes and heart disease, mental health challenges, and substance abuse, and provide a number of services created to assist sexual minorities, whose needs are often not met by mainstream providers. The Evergreen Association is an equal opportunity employer committed to maintaining a diverse workforce. We encourage women and members of other minority groups, including people of color, to apply. We offer competitive salaries, excellent benefits and a generous paid time off package. Evergreen Health and its affiliates follow an equal opportunity employment policy and employs personnel without regard to age, race, color, ethnicity, national origin, religion, marital status, sexual orientation, gender, gender identity, gender expression, physical or mental ability, veteran status, and/or military obligation. We participate in e-verify.