

Why you should choose HES!

Health Insurance

- HMO plans offered cover eligible staff members on day 1 of eligibility, not on day #30 or day #90.
- The agency contributes 70% of the premium, leaving 30% for the employee contribution.

Flex Spending Accounts

- The agency offers employees the opportunity to have pre-taxed dollars deducted from their biweekly paycheck to cover either the cost of dependent care or un-reimbursed medical expenses.

403(b)

- Employees may contribute pre-taxed dollars to a 403(b) account. This account is owned by the employee and remains with the individual.

Vacation Buy-Back

- One time per year, an employee may “buy-back” up to one of their weeks of vacation. Many employees opt to take advantage of this benefit during the holidays or during summer vacations.

Sick Leave

- Those employees accruing sick leave may utilize sick leave immediately. There is no waiting period, if there are sick hours indicated on their timesheet and pay stub, it is available to take. Of course, the agency sick leave policy must be followed.
- Employees now may maintain a balance of up to 10 of their weeks. It is not a use-it or lose-it benefit.

Personal Time

- Employees eligible to accrue leave benefits receive 2 personal days on 1/1. It is a use-it or lose-it benefit; there is no carry over from one year to the next.

Holidays

- HES recognizes 11 holidays each calendar year for all eligible staff members.

Employee Discounts

- There are many discounts available to HES employees. Some are through Beverly Hospital/Northeast Health System, some are not. They include: Discounted movie tickets, discounted heating oil, discounted cell phone plans, discounts to several of the area theme parks and fairs, discounted eye wear, oil change discounts, ski passes, fitness clubs, and a discount for the Essex Preferred Card.

Salary Reserve/Bonus Plan

- The agency applies to receive salary reserve dollars each year, when available, through the Commonwealth to increase staff salaries.
- For those staff who are not covered by a state contract and who are not eligible to receive a salary reserve, bonuses are issued based on the outcome of their annual performance evaluation.

Life Insurance

- Those employees scheduled for at least $\frac{3}{4}$ of the workweek are covered on their first day for life insurance at 1X their annual salary at no cost. Additional life insurance, at very reasonable rates, can be purchased within the first 30 days of eligibility.

Long Term Disability

- Those employees scheduled for at least $\frac{3}{4}$ of the workweek are covered for long term disability insurance after 12 months of continuous service. The employee is covered for 40% replacement of their salaried amount at no cost to them, an additional 20% of coverage may be purchased at that time at reasonable rates.

Short Term Disability

- The agency offers several short-term disability products that staff can tailor to their individual needs. There is no agency contribution to the cost, but it is payroll deducted for employee convenience.

Employee Assistance Program

- All HES employees are eligible to access up to 3 sessions with a therapist at no cost. This could include couples, individual, or family counseling. This is not for work related issues, but rather if an employee is struggling with an issue in their personal life where this would be helpful.

Employee Referral Bonus

- An employee who recruits someone to fill a position at HES with scheduled hours is eligible to receive a bonus at time of hire and the other $\frac{1}{2}$ after the candidate has completed six months of service. The bonus for a full time position is \$500, part time positions receive prorated bonuses.

Trainings

- There are at least 2 system-wide trainings per year including CE credits for social workers, mental health professionals, nurses, and psychologists. These no cost events include breakfast and lunch.

