



Full-time employees are eligible to participate in any combination of Medical, Vision and Dental Insurance at Centre Safe from day 1 of employment. For January – December 2022, \$15.00\* is deducted from your bi-weekly paycheck when participating in the selected insurance programs. *\*The deduction rate is for employee only.*

**Medical:**

Geisinger All-Access PPO 10/20/0  
Deductible, In-network: \$0 (**Co-Pays Apply**)

Maximum Out of Pocket for Medical and Drug EHB Benefits (In-Network/Out-of-Network):  
\$6,000/\$12,000

**Dental:** Delta Dental PPO

Delta Dental covers 100% of Diagnostic and Preventive Services  
Deductibles: \$50 per person/\$150 per family each calendar year

**Vision:** Vision Benefits of America (VBA)

VBA covers 100% of your routine exam every 12 months at a participating provider.

**Prescription Plan:** Centre safe offers a 6-tiered prescription plan.

**Short Term-Disability:** Short Term Disability through Reliance Standard Life Insurance Company, eligible employees receive 60% of their pay for up to 18 weeks after a qualifying event.

**Flexible Spending Account (FSA/Section 125) and/or Dependent Care Savings Account:** Full-time employees are eligible to participate in this plan after 1,000 hours worked and 1 year of employment with Centre Safe.

**Retirement Plan (401k):** Full-time employees are eligible to participate in this plan after 6 months of employment, and part-time employees are eligible after 1,000 hours worked and during open enrollment sessions. For fiscal years 2021-2023 Centre Safe matches dollar for dollar up to 5%. *Centre Safe matching contributions may change each fiscal year depending on funding availability.*

**Additional benefits:**

Centre Safe believes that it is important to rejuvenate and thank our employees for their hard work and commitment to the organization. We offer ample time off to allow for a friendly (and encouraged) work/life balance.

**Holidays:** Centre Safe offers 8 paid holidays per year.

**Sick Leave:** Full-time employees accrue 8 hours per month (96 hours/year)

**Personal Leave:** Full-time employees accrue 8 hours per quarter (32 hours for 1 fiscal year)

**Vacation time:** Full-time employees accrue 8 hours per month (96 hours/year) for the first year. 16 hours per month (192 hours/year) are accrued beginning on the second year of employment.



**Child-rearing leave:** Up to 6 weeks with full pay, employees may take up to 6 months by using additional sick, vacation or personal days and may also take unpaid time

**Bereavement Leave:** Centre Safe offers paid time off, dependent on employee's relationship to that of the decedent, to assist during this difficult time.

**Educational Leave:** Centre Safe supports professional development and educational opportunities for its staff members within the context of the demands of our work and mission.

**Community Service Leave:** Community service leave is designed to encourage employees to be actively involved in the community and may be taken all at once or in increments. It is non-paid, non-political community service.

**Employee Assistance Plan (EAP):** EAPs provide a level of service to address a variety of personal issues not always covered by other insured benefits such as counseling, legal advice, financial advisement, and referrals to drug and alcohol counseling services.

*Please contact the Executive Director or Director of Finance with any questions.*