



## Social Innovation Forum Benefits Summary Fall 2022

The Social Innovation Forum offers a comprehensive benefits package for all eligible employees.

- Health – Blue Cross Blue Shield HMO Blue New England (new employees are eligible immediately); Social Innovation Forum contributes 75% of the cost of the premiums for employees working more than 30 hours per week. Employees pay \$150.66 (individual), \$301.33 (spousal), \$278.73 (employee + children), and \$429.39 (family). Note: employer contribution is determined annually and may be subject to change.
- Dental – Blue Cross Blue Shield Dental Blue PPO High Plan (new employees are eligible immediately); Social Innovation Forum contributes 75% of the cost of the premium for employees working more than 30 hours per week. Employees pay \$12.65 (individual), \$25.30 (spousal), \$20.24 (employee + children), and \$32.89 (family). Note: employer contribution is determined annually and may be subject to change.
- Vision – Optional employee-paid vision plan from United HealthCare. Employees pay \$6.01 (individual), \$11.42 (spousal), \$13.34 (employee + children), and \$18.81 (family)
- Generous earned vacation time package – 15 days of paid time off on an accrual basis, plus December break
- Paid holidays in addition to earned time – New Year’s Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Juneteenth, Independence Day + Day Before or After Independence Day (depends on day of week), Labor Day, Fall Break (2<sup>nd</sup> Monday in October), Thanksgiving Break (Wednesday, Thursday, Friday) December 24-December 31, plus one additional paid holiday for religious observance
- Time off to vote – 2 hours per election period
- Generous Parental Leave Policy
- Retirement Plan – currently offered through Fidelity. SIF matches employee contributions up to 3% of salary.
- MBTA Pass Program – available for purchase at pre-tax rate.
- Basic Life and Accidental Death & Dismemberment, Short Term Disability and Long Term Disability insurance plans; total premium paid by Social Innovation Forum

- Designated professional development stipend (\$250 per year), plus support for additional training and learning opportunities – Continuous learning is a core value at SIF
- Wellness benefit – SIF reimburses up to \$150 per year for any of the following: 1) physical trainer, 2) nutrition consultant, 3) fitness classes, 4) chiropractor, 5) acupuncture, 6) massage.