

Benefits for full-time employees include:

Generous time off

- 20 days paid time off (PTO), accrued per hours worked
- 5 days sick leave, front-loaded
- 8 holidays (including 3 floating holidays)
 - In Calendar Year 2022, the five holidays for all staff are: Martin Luther King Jr. Day; Memorial Day, Labor Day, Thanksgiving Day, Day after Thanksgiving; staff can take the additional 3 floating holidays at any time during the year
- Paid office closures the week of July 4 and the week leading up to New Year's (total of 11 days). In Calendar Year 2022, the office is closed July 4-8 and December 26 – January 2.
- Paid lunch hour
- Time off to vote, for Jury Duty, and for bereavement
- Time off for Community Service (4 hours/month)

Health & Wellness

- A Cafeteria Plan whereby Vital Communities provides a monthly contribution, determined annually, aiming to pay greater than the cost of an individual silver standard health plan (current amount is \$675). Employees may choose from:
 - An array of BCBS and MVP health insurance plans
 - Delta Dental
 - VSP Vision
 - Taxable cash compensation
- Employer-paid Short Term Disability Insurance
- Employer-paid Employee Assistance Program (EAP)

Retirement

- SIMPLE IRA with 100% match up to 3% of income

Training & Professional Development

- Commitment to staff-wide professional development, largely around JEDI (Justice, Equity, Diversity, and Inclusion) topics
- Individual professional development opportunities
- Annual performance evaluation centered around professional growth
- Qualified internal candidates are given hiring preference for open positions