



If you are compassionate, loyal, motivated and interested in making a positive impact in your community, you will find a rewarding career at Hospicare and Palliative Care Services. While everyone here might play a different role, we all work toward the same goal every day: bringing exceptional care, compassion and comfort to those we serve in the community

Employees are eligible for benefits when they are 0.6 FTE (21 hours/week) or more. For new employees, the health insurance coverage becomes effective the 1<sup>st</sup> of the month following the hiring month.

Hospicare's cafeteria benefit package requires less employee contribution than many other area employers. Your personal contribution to your benefits is determined by the selections you make from an array of options.

Among your benefit choices are:

- Healthcare Coverage choices: 3 Preferred Provider Organizations (PPO) plans and 3 High Deductible Health Plans (HDHP)
- Dental: 3 plans
- Vision: 4 plans
- Enhanced or Basic Accident Insurance
- Enhanced Critical Illness Insurance
- Telemedicine
- Wellness by Choice
- Employee Life Insurance & AD&D
- Short Term Disability
- Long Term Disability
- Identity Theft Protection
- Flexible Spending Account or Health Saving Account

**Generous vacation time** is available for use after six months. Sick (12 days per year) and personal time (5 days per year) are available for use after three months. Paid holiday time may be used immediately upon hiring.

**Securing your Future with Hospicare's Retirement Plan** with employer contribution after 12 months with no vesting period.

Hospicare encourages its employees to grow and learn through **education**. One-on-one employee comprehensive orientation helps ensure job success. In addition, three different programs are offered: tuition/recertification reimbursement, training and conference reimbursement, reward for higher education. Lunch and learn benefit the employees to learn about a new topic.

## **Your well-being is important to Hospicare.**

We encourage employees to use the **Employee Assistance Program (EAP)** which provides up to 8 free counseling per issue, legal, financial and personal assistance to you and each of your family members.

Wellness is also part of Hospicare employees' everyday work life. The office in Ithaca is surrounded by beautiful gardens, walking path around the pound where employees are encouraged to take a break from their work and go outside. Hospicare also follows a policy of healthy meetings.

## **Culture and Community Involvement**

Hospicare's culture of respect, empowerment, and trust provides employees opportunity to gather regularly, acknowledge anniversaries and celebrate employees' milestones, to participate in working committees, to volunteer in the community.