

## Health Insurance

- Repair covers 100% of full-time employee's health premiums and 50% for dependents. Dental and vision coverage are included.
- FT staff are automatically enrolled in short- and long-term disability coverage.

## Paid Time Off

In each fiscal year, an employee has the following:

- 15 vacation days; 18 days after two years; and 20 days after four years
- 2 personal days
- 8 federal holidays
- Up to 14 days for Jewish holidays
- Up to 6 paid days off for service
- 10 sick days
- 2 floating religious holidays
- Flex and comp time
- Part-time staff receive 7.5 days of vacation, 1 personal day, 6 sick days, and paid holiday hours

## Benefits Continued

- 401K: Repair matches savings 1:1 for the first 3% and 1:2 for the next 2%. There is no waiting period.\*
  - Through Insperity, Repair offers pre-tax transit accounts, Flex Spending, Health Savings Accounts, and Dependent Care Spending.
  - Life insurance is provided at 2x salary, up to a maximum of \$50,000.
  - Every year Repair provides \$500 towards professional development\*
  - Insperity reimburses up to \$500 for professional development courses.
  - Repair provides sixteen weeks of fully paid parental leave for all new parents\*
  - Access to the Jewish Learning Collaborative\*
  - Economic Access Fund - Up to \$1,000 per year to remove economic barriers for those facing injustice\*
- \*PT staff also eligible