



# Employee Benefits

2026

Join a fun team of passionate, committed people who are dedicated to making sure teens and young adults can get help when they need it most. At Spectrum, our goal is to create an environment where employees feel supported and healthy, can do their best work, can learn and grow, and have a time to enjoy their lives outside of work. Regular employees who work full- and part-time (at least 16 hours) are eligible for some or all of our benefit offerings.

## Health Insurance *(Blue Cross Blue Shield of Vermont)*

### Employee Contribution (biweekly):

Employee:	\$59.49
Employee + Spouse:	\$237.96
Employee + Child(ren):	\$229.63
Family:	\$334.33

## Health Reimbursement Account (HRA)

Spectrum covers the first half of your health insurance deductible, depositing it into an HRA for each qualifying employee (as shown below):

	Deductible	Spectrum
Single:	\$3,200	\$1,600
Family:	\$6,400	\$3,200

\*Spectrum's contribution is prorated in the first year based on the health insurance start date

## Dental Insurance *(Northeast Delta Dental)*

### Employee Contribution (biweekly):

Employee:	\$2.10
Employee + Spouse:	\$7.68
Employee + Child:	\$7.68
Employee + Children:	\$13.38
Family:	\$13.38

## Vision Insurance *(Vision Service Plan)*

### Employee Contribution (biweekly):

Employee:	\$0.43
Employee + Spouse:	\$1.36
Employee + Child(ren):	\$1.39
Family:	\$2.25

## Flexible & Dependent Care Spending Accounts

Eligible employees may participate in a flexible spending plan by setting aside pre-tax funds for eligible health care and dependent care expenses.

## 403(b) Retirement Plan

Spectrum will match half of your retirement contribution, up to 3% of your earnings.

## Life Insurance & Disability

Eligible employees are enrolled in an employer-paid life insurance benefit of \$50,000. This includes short- and long-term disability coverage.

## Earned Time Off (ETO)

Used for vacations, personal time, and holidays. Full-time employees receive 27 days per year. After two years, this increases to 33 days per year. (Hours are pro-rated for part time employees.)

## Health Leave

Accrued health leave for all regular full and part time employees. For long-term absences, Spectrum will cover up to 90 days. This includes parental leave.

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Questions? Email [humanresources@spectrumvt.org](mailto:humanresources@spectrumvt.org) or call (802) 864-7423 x220



### Sabbatical

All regular full and part time bargaining unit employees, shall be entitled to a paid four (4) week sabbatical after six (6) years of continuous employment.

### Tuition Reimbursement

\$1,000 per semester, up to \$3,000 per year for all full-time employees (pro-rated for part-time employees).

### Other Benefits

- Income advance
- Free Sangha Yoga Membership
- Champlain College truEd program partner
- Library of books on Audible and in print on topics relevant to our work
- Free cell phone if required by your position
- Discounts at participating downtown Burlington businesses



“I love Spectrum because they want me to make a difference every day, and they want to give me the tools that I need to do it.”

—Patrick, the JOBS Program

“The benefits are outstanding. We have excellent time off. We have outstanding medical benefits, including medical, dental, and life insurance here, right out of the gate, and a retirement account.”

—Rebecca, Supported Housing

“I have never felt more supported by anyone in my entire life as I do by my co-workers. You have to trust the people that you work with, and I do. I work with incredible people.”

—Faith, Burlington Drop-In Center

“I started for the fact that you get to interact with people from another culture, but we are also taken care of in terms of health care, which is very important.”

—DH, Multicultural Youth Program