

Employee Benefits

PAID TIME OFF

30 days!

- 11 holidays
- 15 days of vacation a year (increases to 17 in year 2 and gradually up to 20!)
- 4 personal days a year



PAID CARE TIME

- 10 sick days a year
- 5 bereavement days
- Access to MA Paid Family Medical Leave

FLEXIBLE SCHEDULE

- Work from home up to three days a week
- Flex time



RETIREMENT

- CISA will match 4% if you contribute 5% or more! (If you contribute 3%, CISA will offer 3%, if you contribute 4%, CISA will match 3.5%)

INSURANCE

- Health, Vision, and Dental Insurance premiums covered at 75% (for individuals and families)
- Annual contribution to a Health Reimbursement Arrangement (HRA) to cover copays etc. (for most plans)
- Flexible Spending Account and Dependent Care Accounts which allow you to set aside pre-tax money
- Long-term Disability and Life Insurance at no cost to you

