



Your Total Rewards. Our Commitment.



Boston Children's Hospital empowers employees to shape their personal and professional experiences by providing flexibility and resources for support, including a robust, comprehensive benefits program.

Your Health

- Four comprehensive medical plan options offered through Blue Cross Blue Shield of Massachusetts: two **Health Maintenance Organizations (HMOs)**, a **Preferred Provider Organization (PPO)**, and a **High Deductible Health Plan (HDHP) with a Health Savings Account (HSA)**. Boston Children's contributes annually to the HSA—\$500 for individual coverage and \$1,000 for all other coverage levels. All plans offer:
 - Annual **wellbeing reimbursement up to \$200** for fitness or weight loss expenses
 - **Pharmacy benefits** through CVS Caremark, with discounts available through our on-site Boston Children's Hospital Pharmacy
 - No out-of-pocket costs for **the first six mental health or substance use disorder** outpatient visits in a calendar year
 - **Enhanced fertility benefits**, as well as **Maven Fertility, Family Building, Menopause and Midlife support** for help navigating benefits, coaching, and education
 - Holistic **diabetes management** through Livongo with personalized analytics, coaching, and remote blood glucose monitoring
 - Savings on **hearing aids**
- Two inclusive **dental plans** from Delta Dental covering diagnostic and preventive, basic, and restorative services (including child and adult orthodontia)
- Access to two robust **vision plans** from VSP covering eye exams, glasses, and contacts
- Health Care and Dependent Care **Flexible Spending Accounts** for tax savings

Your Wellbeing

- A confidential **Employee Assistance Program (EAP)** through SupportLinc, including six free counseling sessions, financial and legal support, and work/life coaching, as well as referrals for child, elder, and pet care, housing needs, and more
- On-demand fitness, nutrition, sleep, mental health, and financial wellbeing content through **Grokker**
- **Gym and fitness center** discounts
- Farmers **Home and Auto Insurance** discounts for you, as well as MetLife **Pet Insurance** available to purchase for your furry friends
- Competitive **holiday and paid time off** policies
- **Employee discount program** through PerkSpot for savings on big purchases, travel and everyday items, sports and concert tickets, fitness clubs, and phones



Your Finances

- An opportunity to build savings through our **403(b) Savings Plan** administered by Fidelity. After 2 ½ years of service, Boston Children's will make year-end contributions equal to 4% of your eligible salary each year
- **Short Term Disability** benefits paid by Boston Children's, and optional **Long Term Disability** coverage at either 40% or 60% of your monthly base pay
- **Basic Life and AD&D Insurance** at 1 times your annual base salary, paid by Boston Children's
- **Supplemental Life Insurance** available for purchase up to 5 times your annual base salary, plus options for your spouse and child(ren)
- Affordable voluntary **Legal Plan** including estate planning and wills, civil suits, adoption, and more
- **Accident, Critical Illness, and Hospital Confinement Indemnity Insurance** to complement medical coverage
- Family care and support solutions including **emergency back-up child and elder care** and a **Childcare Assistance Subsidy** for eligible employees, up to \$200 per month
- **Commuter benefits** like subsidized parking, MBTA passes, and shuttles
- Competitive **Student Loan Assistance**, with \$200 per month for full-time employees and \$100 per month for part-time employees paid directly to the lender
- **Reimbursement for job-required license and certification fees**
- **Adoption assistance** up to \$8,000, including second parent adoption
- Access to the **Working Credit** credit-building expert platform with free, confidential advisory support, as well as financial programs available through **Harvard Federal Credit Union**
- An option to participate in a **Retiree Medical Savings Account Plan** to save for out-of-pocket medical expenses in retirement (eligible after three years)

Your Experience

Your Growth

- Employee Led Groups
- Mentoring programs
- Community volunteer opportunities
- Education and career coaching
- Employee recognition programs



Our Total Rewards will support and evolve with you throughout the lifecycle of your employment journey at Boston Children's.



Boston Children's Hospital
Human Resources