

## **Downeast Community**

**Partners**, or **DCP**, is a

community action program serving Washington and Hancock counties.

### **DCP's mission:**

To improve the quality of life and reduce the impact of poverty in Downeast communities.

### **DCP's values:**

**D**ignity.

**C**ompassion.

**P**ossibility.

How to contact **DCP**:

#### **Main Office**

248 Bucksport Road  
Ellsworth, ME 04605

#### **Avery Lane Office**

18 Avery Lane  
PO Box 648  
Ellsworth, ME 04605

#### **Machias Office**

7 VIP Drive  
Machias Me 04654  
207-259-5015

#### **Blue Hill**

118 Ellsworth Road  
Blue Hill, ME 04614

#### **By email at:**

Administration  
@downeastcommunitypartners.org

#### **By telephone at:**

207-664-2424  
TDD 207-546-7607  
FAX 207-664-2430

For a complete listing of **DCP** program sites, please visit us on the web at [www.downeastcommunitypartners.org](http://www.downeastcommunitypartners.org)



**Downeast**  
**Community**  
**Partners**  
**Benefits**

**DCP** offers an array of benefits and perks designed to help employees and their families thrive.

### Benefits Offered

- 90% Employer paid individual Health Insurance PPO 2500 Plan and PPO 500 Plan (10% pre-tax employee contribution).
- \$3,500 Employer funded Health Reimbursement Account (HRA) with participation in DCP health plan.
- \$500 Employer funded Flexible Spending Account (FSA) with participation in DCP health. All eligible employees can contribute up to \$2700 for medical and \$5000 for dependent care, pre-tax.
- \$750 Opt-Out payment is available for full time employees who have other private insurance coverage (VA and MaineCare not included).
- 403(b) Retirement Tax Sheltered Annuity Plan with generous employer match (percentage increases with years of service) contributions are pre-tax. Available to part time employees.
- DCP paid Short Term Disability Insurance.
- DCP paid Long Term Disability Insurance.

- DCP paid Life Insurance– coverage equal to annual gross wages.
- Up to 13 paid holidays per year-based on scheduled hours.
- Paid Time Off (PTO)- up to 17 days in first year of employment. PTO increases with seniority.
- Employee Assistance Program offers resources to deal with everyday problems and questions. Licensed mental health professionals are available 24/7 at no charge. This service is available to employees and members of the household.
- Child Care discount for centers in Ellsworth, Machias, and Calais– call Enrollment Office at 610-5187 for details and availability.
- Tuition Reimbursement, Training, and Conference fees for approved activities.

### Voluntary Benefits:

- Group Dental Insurance– Pre-Tax
- Group Vision Insurance– Pre-Tax
- Supplemental Life Insurance
- Dependent Care Reimbursement Account– Pre-Tax.
- Sam's Club Membership– Payroll Deducted.
- AAA Membership discount– not payroll deducted.
- Gym/Wellness Monthly Reimbursement-must provide a print out of at least 8 visits per month to receive a \$25 reimbursement.



### Miscellaneous Benefits

- Annual Wellness Employee Picnic.
- Opportunities to participate in community and fundraising events.
- All employees contribute to making a positive difference in the lives of Hancock and Washington county residents.

**Eligibility Requirements:** Benefits are available to all regular full time employees who are scheduled for 30 or more hours per week.

All benefits are reviewed annually by our Board of Directors.

**For more information regarding benefits please contact Human Resources at 207-610-5136.**

