

Benefits of Employment

A snapshot of additional annual rewards

In addition to an Annual Salary (exempt employees) or Hourly Rate (nonexempt employees), the Colorado Physician Health Program (CPHP) offers its employees many additional benefits/rewards during the year. You may learn more after hire within our CPHP Employee Handbook, but here is a snapshot of the typical annual additional offerings we provide employees.

All employees start with Annual Income, and then can add:

<u>Additional Benefit</u>	<u>per year</u>
401(k) Plan	up to 6% employer match
Employee Health Insurance	valued at \$4,500 [^]
Dental/Vision Insurance	valued at \$600
Life Insurance	term coverage=one-year annual income
Paid Time Off ((PTO) combination sick and vacation)	3-5 weeks~
Extended Illness Time (i.e. surgery, parental leave, extended treatment)	6 days
Paid Holidays	13 days
Exercise/Wellness Reimbursement	valued at \$600
Annual Physical Reimbursement	4 hours PTO w/proof of physical
Volunteering Reimbursement	16 hours volunteering=8 hrs PTO
Tuition Reimbursement	valued at \$2,400+
Professional Development Reimbursement	valued at \$200-\$1,000*+
Licensure/Certification Reimbursement	valued at \$300*+
Assigned Parking	up to \$1,500

Some employees can be eligible for partial-remote work and flex-work options, dependent upon position and performance. Lastly, dependent upon employee's performance each employee may be eligible for bonuses throughout the year. This is at the discretion of the Executive Director.

[^]Benefit is dependent upon use enrollment in-group health policy
[~]Dependent upon tenure
⁺Eligibility after one year of permanent employment
^{*}Remuneration is dependent upon position held

CPHP greatly appreciates its employees and wants to make working towards our vision of a healthy Colorado through the wellbeing of physicians and physician assistants a rewarding career path. Again, the benefits outlined above are typical for employees on an annual basis, but can change with the program's fiduciary outlook. We look forward to having you as a member of our excellent team.

Sarah R. Early, PsyD
Executive Director