



Benefits Overview – Mid-Level Provider Staff

CCHCI has established a variety of employee benefit programs designed to assist you and your eligible dependents in meeting the financial burdens that can result from illness, disability, and death, and to help you plan for retirement. Currently, CCHCI pays up to 96% of the cost of health insurance and dental coverage for employees only (depending on plan selected). Employees may elect to cover dependents at an additional expense.

The following benefit programs are available to all regular full time employees (working 30 or more hours per week) on the first of the month following **60 days** of continuous service:

- Health Insurance PPO or HDHP – CIGNA
- Dental Insurance- CIGNA
- Vision Plan - EYEMED
- Company paid Basic Life Insurance and Basic Accidental Death and Dismemberment Insurance – Equal to 1X Annual Salary - CIGNA
- Company Paid Short Term and Long Term Disability - CIGNA
- Optional Life Insurance – available for employees and dependents; Employee paid
- Employee Assistance Program
- Other Miscellaneous Supplemental Plans – Flexible Spending Account, Health Savings Account, AFLAC and Pet Insurance

Retirement Program

CCHCI provides employees with the option to contribute a portion of their income on a pre-tax basis to a 403b Plan. Employees are eligible to enroll in the plan upon hire with a maximum of \$18,000 in tax deferred contributions. After one year of service, the company provides up to a 3% matching contribution for participants.

Paid Time Off (After 90 days)

CCHCI provides eligible employees with Paid Time Off (PTO) for purposes of vacation, illness, disability, or personal reasons. PTO is accrued on a per pay period basis and may be used after it becomes available

Holidays - CCHCI normally observes the following nine (9) paid holidays.

Cell Phone Stipend - \$100 per month

Professional and Public Liability - CCHCI is deemed covered by the federal government under the Federal Tort Claims Act. No separate malpractice insurance is required.

Productivity and Incentive Bonus - CCHCI provides opportunities for quarterly bonus pay plan as outlined by CEO and CFO.

CME - Mid-Level Providers (Pharmacist, NP, PA, RD, RDH, Therapist will participate in continuing medical education programs to remain abreast of current developments, skills, procedures, and treatments in their field of practice in order to maintain his/her professional competence.

- A stipend of \$3500 annually divided into monthly payments of \$291.67 to be added to the second paycheck of the month. **OR**
- Up to \$4000 reimbursement that will be paid out upon receipt of eligible expenses. A maximum of \$2000 may be carried over the following year IF 20 hours of CE credits are provided by the required date. (i.e., maximum reimbursement of \$6000 in a 12-month period).

You will also receive forty (40) hours of paid leave that will be accrued at 1.54 hours per pay period.