

# Employee Benefits: Our Commitment to You



## YOUR WELL-BEING

- 20 days paid time off and 7 paid holidays each year for new employees
- On-site, low-cost employee fitness center and virtual well-being classes
- 24/7 counseling for you and your family through the Employee Assistance Program
- myStrength mental health app
- Community and health care resource navigators
- Resilience in Stressful Events (RISE) peer support program
- Short-term disability (60% of weekly earnings)
- Long-term disability (60% of monthly earnings)
- Employee reward and recognition program

## YOUR CAREER

- Tuition reimbursement up to \$3,500 (restrictions apply)
- Opportunities for advancement and training to grow your career in health care, including programs for:
  - Certified Nursing Assistants
  - Medical Assistants
  - Phlebotomists
  - Pharmacy Technicians

## YOUR HEALTH

- **Competitive health insurance plans offering coverage** at Denver Health, UC Health, Children's Hospital Colorado, SCL Health and more
- Pre-tax paycheck deductions for medical & dependent care expenses into a Flexible Spending Account
- Dental coverage
- Vision coverage, including up to \$350 eyewear reimbursement
- Access to Dispatch Health in-home urgent care and 24/7 Nurseline

## YOUR FUTURE

- **457(b) retirement plan to include a dollar for dollar employer match up to 3.5% of your salary**
- Self-directed 401(a) retirement plan with 3% employer contribution
- Life and AD&D coverage for you and your family (1 times base earnings)
- Adoption assistance up to \$8,700
- Voluntary benefits including accident insurance, critical illness insurance, group legal plans, auto, home and pet insurance



### THE DENVER HEALTH DIFFERENCE

We offer the region's premier affordable medical plan. At just \$35/pay period for an individual and \$100/pay period for a family, our basic HMO plan covers any of our excellent Denver Health providers with \$0 deductible. Visit [denverhealthmedicalplan.org](https://denverhealthmedicalplan.org) for details.



### THE DENVER HEALTH DIFFERENCE

As a public safety net hospital, Denver Health is able to offer a special 457(b) retirement plan, allowing you to invest more pre- or after- tax dollars matched up to 3.5%.

### ...AND MORE

- PerkSpot discount program for shopping popular brands
- Free RTD EcoPass bus pass (Value of \$114/month)
- Affordable on campus parking

Visit [denverhealth.org/for-professionals/careers/benefits](https://denverhealth.org/for-professionals/careers/benefits) for details

# Investing in Our Workforce



## Total Compensation Cash Value: Full-Time Employee Earning \$50,000 Per Year

| 2022  | INDIVIDUAL<br>Total Employer<br>Contribution | FAMILY<br>Total Employer<br>Contribution |
|---|--|--|
| Annual Salary   | \$50,000                                     | \$50,000                                 |
| Denver Health Medical Plan (HMO)                            | \$6,053                                      | \$17,855                                 |
| Denver Health Basic Dental Plan                             | \$204  | \$602                                    |
| Employee Assistance Program                                 | \$25   | \$25                                     |
| Basic Life and AD&D   | \$51   | \$51                                     |
| Short-Term Disability                                       | \$385  | \$385                                    |
| Long-Term Disability  | \$330  | \$330                                    |
| Medicare  | \$725  | \$725                                    |
| Workers' Compensation                                       | \$475  | \$475                                    |
| Unemployment Insurance                                      | \$852  | \$852                                    |
| 401(a) Plan (Defined and enhanced)                          | \$3,000                                      | \$3,000                                  |
| 457(b) Plan (3.5% employee contribution)                    | \$1,750                                      | \$1,750                                  |
| Paid Time Off (Based on 20 days)                            | \$3,846                                      | \$3,846                                  |
| Holidays (7 paid holidays)                                  | \$1,346                                      | \$1,346                                  |
| <b>Total Compensation (Includes employer contributions)</b> | <b>\$69,042</b>                              | <b>\$81,242</b>                          |

### OF NOTE

- “Family” is the employee plus two household members/dependents.
- This illustration assumes employees enroll in 457(b) plan and contribute 3.5% of their pre-tax income with 3.5% employer matching contribution.
- The 401(a) social security replacement plan includes a mandatory employee contribution of 6.2%, with a 6% employer contribution.
- This chart is for illustrative purposes only and figures are rounded to the closest dollar. Full details and other voluntary benefits are available.

## Denver Health Covers 88% of Costs for Basic Medical and Dental Insurance

| 2022   | INDIVIDUAL           |                           | FAMILY               |                           |
|--|----------------------|---------------------------|----------------------|---------------------------|
|  | Annual Employee Cost | Annual Denver Health Cost | Annual Employee Cost | Annual Denver Health Cost |
| Basic Medical Annual Costs                                     | \$825.45             | \$6,053.31                | \$2,434.74           | \$17,854.74               |
| Basic Dental Annual Costs                                      | \$23.40              | \$203.64                  | \$84.72              | \$602.16                  |
| <b>Total Annual Cost Basic Medical + Dental</b>                | <b>\$848.85</b>      | <b>\$6,256.95</b>         | <b>\$2,519.46</b>    | <b>\$18,456.90</b>        |
| WorkLife Benefits (EAP, WorkLife Partnership, Health Advocacy) | \$0.00               | \$24.00                   | \$0.00               | \$24.00                   |
| <b>Total Costs</b>   | <b>\$848.85</b>      | <b>\$6,280.95</b>         | <b>\$2,519.46</b>    | <b>\$18,480.90</b>        |

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