






2026 EMPLOYEE BENEFITS INDUSTRY BENCHMARKING



In today's competitive landscape, offering a comprehensive and cost-effective benefits package is essential for attracting and retaining top talent.







That's why Denver Health is committed to offering the best-in-class benefits at a sustainable and competitive price for our employees. This overview highlights how our benefits stack up in key areas so you can see the value of your plan and how it supports your well-being compared to what's commonly offered across the industry. Please refer to the benefits guide for additional information on all of our offerings.

BENEFITS OFFERED	Denver Health — Benefit Offerings	Benchmark
Denver Health Plan (HMO)	<ul style="list-style-type: none"> · In-network only · \$0 deductible · \$5,000/\$10,000 out-of-pocket max · Employee share of contributions between 15–18% 	 ABOVE BENCHMARK
Denver Health Extended Plan (POS)	<ul style="list-style-type: none"> · Two networks · Extended network deductible: \$2,000/\$4,000 · \$6,500/\$13,000 out-of-pocket max · Employee share of contributions between 26–29% 	 AT BENCHMARK
Dental	<ul style="list-style-type: none"> · Two plan options · Orthodontia coverage for children and adults · Subsidized premiums for employees 	 ABOVE BENCHMARK
Vision	<ul style="list-style-type: none"> · Once per 12 months for eye exams and lenses (or contacts in lieu of lenses) · Once per 24 months for frames · \$15 copay · \$150 frames and contacts allowance 	 AT BENCHMARK
Well-Being Benefits	<div> Physical: <ul style="list-style-type: none"> · Onsite Fitness Center · Elevation Fitness Portal · Ergonomic Resources · Nurseline </div> <div> Financial: <ul style="list-style-type: none"> · Worklife Partnership · Child Care Discount Program · KinderCare · Workforce Development · Tuition Reimbursement · Public Service Loan Forgiveness · College Savings Plan · Adoption Assistance · EcoPass </div> <div> Mental and Emotional: <ul style="list-style-type: none"> · myStrength · RESTORE · Employee Assistance Program </div>	 ABOVE BENCHMARK

Denver Health benefits are benchmarked against national healthcare groups with 2,500+ employees.

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BENEFITS OFFERED	Denver Health — Benefit Offerings	Benchmark
Life and AD&D Insurance	<ul style="list-style-type: none"> Employer paid basic life and AD&D \$500,000 maximum election for supplemental life and AD&D 	 AT BENCHMARK
Disability Insurance	<ul style="list-style-type: none"> Employer paid short- and long-term disability 60% up to \$1,750 for short-term disability 60% up to \$15,000 per month for long-term disability Short-term disability buy-up plan available for purchase 	 AT BENCHMARK
PTO	<ul style="list-style-type: none"> Tiered PTO accrual starting at 21 days based on years of service 7 days paid holidays annually 	 AT BENCHMARK
Leave	<ul style="list-style-type: none"> 6 weeks 100% income replacement for birthing parent* 1 week 100% income replacement for non-birthing parent* 3 days paid bereavement leave annually 	 AT BENCHMARK
Voluntary Benefits	<ul style="list-style-type: none"> Accident insurance Critical illness insurance Hospital indemnity insurance Pet insurance Legal protection Home and auto insurance ID theft protection 	 AT BENCHMARK
Retirement	<ul style="list-style-type: none"> 401(a) defined contribution plan with Denver Health contributing 3% each paycheck 401(a) enhanced retirement provision with an additional 3% contribution from Denver Health** 457(b) deferred compensation plan with up to 3.5% match from Denver Health** 	 ABOVE BENCHMARK

*Parental leave benefits are offset by CO FMLI. Employees must enroll in CO FMLI to realize the full 100% income replacement benefit.

**Employees under 0.50 FTE or DERP participants are not eligible.

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