



## Employee Benefits Summary

### Health Coverage\*

Employees have a choice between Blue Shield PPO, Blue Shield HMO, or Kaiser.

### Dental Coverage\*

Delta Dental

### Vision Coverage

Our vision plan is a reimbursement of benefits up to \$200 per year.

### Life, Disability and ADD Coverage

Coverage is paid by CPCA for each employee (the life premium is 1.5 of annual salary).

### Pension Plan

CPCA contributes to a 403b retirement account. The rate of contribution is based on annual budget. Currently contributions are 5% of employee's annual salary. Contributions begin at date of employment and is vested after one year.

### Tax Deferred Savings Plan

Employees are eligible at the start of employment to contribute to a 403b tax deferred savings program.

### Vacation Accrual

- Years 1 & 2 2 weeks per year
- Years 3 & 4 3 weeks per year
- Years 5-14 4 weeks per year
- Year 15+ 5 weeks per year

### Sick Leave Accrual

Accrues at 8 hours per month.

### Holidays

Eleven paid holidays per year plus one floating holiday for employees to use at their discretion. In addition, paid time off between Christmas Eve and New Year's Day.

### Parking

CPCA pays either:

- Monthly parking (currently \$165 in the downtown area); or
- Monthly Regional Transit pass

### Professional Development & Education

Employees are allowed up to \$500 per year that can be used for tuition reimbursement that is geared toward a degree. Professional development opportunities available.

*\*100% of employee benefits are employer paid. CPCA will contribute 50% of dependent benefits.*

The California Primary Care Association is committed to providing physical activity and wellness opportunities for our employees. We have been recognized as a 2016 Gold Level Recipient of the American Heart Association's Fit-Friendly Worksites Recognition program.



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.

