# Employee Benefits Summary

**Updated March 2023**

## Time-Off

- **Vacation**
  - 0-1 years - 15 days
  - 1-2 years - 20 days
  - 3-4 years - 25 days
  - 5+ years - 30 days
- **Paid Holidays** - New Year’s Day, MLK Day, Presidents Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day + Friday, Christmas Eve through New Year’s Day
- **Sick Days** - 6 per year
- **Paid bereavement leave**
- **FMLA leave**
- **14 weeks paid parental leave**
- **Paid Domestic Violence or Stalking leave**
- **Paid Sabbatical leave**
- **Military leave**
- **Jury, Voting, and Election Judge leave**

## Insurance

- **Medical** - multiple plan options via Kaiser and Aetna. Employer pays 70% of employee and dependent premium at all levels.
- **Dental** - multiple plan options via Aetna, Guardian, and Delta Dental. Employer pays 70% of employee and dependent premium.
- **Vision** - multiple plan options via Aetna and VSP. Employer pays 70% of employee and dependent premium.
- **Short term and long term disability insurance** - employer pays 100%
- **$10,000 life insurance policy** - employer pays 100%

## Retirement

- **Retirement Match**
  - CrossPurpose matches dollar for dollar up to 2% of compensation.

## Other Benefits

- **5%**
  - All staff eligible for a 5% year end performance bonus.
- **Up to $10,000 bonus for referring someone hired as an employee.**
- **$20/hr minimum wage.**
- **Limited remote work flexibility.**

To promote employee wellbeing, work-life balance, and positive staff culture, we are also excited to offer: two Staff Days of Solitude, an Annual Staff Fun Day, Weekly Staff Chapel, and a daily Colorado Casual dress code.

Learn more and view open positions at crosspurpose.org/work-with-us/