



Total Rewards Program

Our Total Rewards Program is more than just a paycheck. It includes compensation and recognition programs designed to reward your performance, tools to help you plan your financial future, and benefits to support your wellness and career growth.

Compensation Rewards

- Base Salary

We offer competitive salaries to attract, retain and motivate a quality workforce. We believe in rewarding you for excellent performance. Our merit-based system ties salary increases and promotion opportunities to the results you deliver at CommunityHealth.

- Spotlight Recognition

Everyone appreciates being appreciated. Our Kudos Board and Staff Awards allow us to recognize each other with cash and other rewards. And if you stick around a while, we'll celebrate your milestone employment anniversaries with special recognition.

Retirement Planning Rewards

Planning for tomorrow is important. That's why we offer tools and programs to help you plan your financial future.

- 403(B) Investments Planning

CommunityHealth's 403(B) Plan allows eligible employees to save for their future by contributing on a pre-tax basis and receive a company match on a portion of the savings once you have been with us for two years – that match increases after five years. Through our partnerships, you also have access to individualized financial counseling.

Wellness Rewards

Your health and wellness are a top priority. We offer excellent healthcare benefits plans, fitness incentives and more.

- Medical, Vision and Dental Care

There are several plans available so you can choose the option that's right for you. Additionally, these benefits kick-in after 15 days of employment for eligible employees. We also have a staff vaccine program that we encourage you to take advantage of.

- Leave of Absence Policy

We realize that you may need to take an extended period of time away from work. To support this, after being a team member for a year, we will continue health insurance contributions for up to 12 weeks beyond the date of the most recent premium payment... all you need to do is keep up with your portion of the premium.

- Monthly Self-Care Gatherings

Taking time to self-care is important. To aid in this, we carve out time monthly to allow for you to step away from work and focus on a soothing, fun or stress-free activity.

- Fitness Incentives

We want to promote a healthy lifestyle for you – the same as we do for our patients. You can take advantage of our annual fitness incentive reimbursement and fitness miles program to earn extra time off!

Work/Life Balance Rewards

You've got a busy life outside of work, too. To help with this we offer several great programs to support you in striking the right balance.

- Paid Time Off, Long Term Sick Bank and Holiday Pay

Everyone needs time away from work, to relax and rejuvenate. We offer a generous paid time off package that allows you the flexibility to take time away from work when needed. It includes 9 paid holidays (plus a day for your birthday!) and starts with 18 accrued PTO days (for full-time staff), within each of your first two years. It increases from there – up to 28 days in years 6+!

- Flexible Work Policy

Our Flexible Work Policy enables you to continue to meet our business needs while allowing the opportunity to balance work responsibilities and personal concerns.

- Summer Hours

One of our most popular benefits! We close early on Fridays from Memorial Day through Labor Day.

Professional Development Rewards

Continuing to build your skillset and grow in your career is really important. We know when you grow and learn – the organization benefits as well.

- Professional Development Opportunities

We encourage and support you in a wide range of professional development opportunities – whether it is attending a conference, achieving a certification, cross-training and/or attending expert led onsite trainings.

- Annual Staff Retreat

We use this time together each year as an opportunity to step away from the day-to-day and “business as usual” side of work. It is a chance to exhale, to consider your work, your goals, your future and to make time for the important, rather than the urgent.

Finally, it is really important that you feel you have a voice and that we provide a venue to give feedback and share ideas. This is achieved through our Annual Staff Survey, and our Diversity, Equity and Inclusion Council (open to anyone who is interested).