

Value-Based Reimbursement: Employee Benefits Package (2-A)



Employee Benefits Incentive: Implementation Date 3/31/2026

- **Requirements:**
 - Medical, Dental, Vision
 - Paid Time-Off: non-sick paid time-off
 - Retirement Match
- **Enhanced Incentive Offerings - Providers must offer at least 3/6 benefits below:**
 - Flexible Work Schedules
 - Wellness Programs
 - Stipend for Transportation
 - Childcare
 - Student-loan repayment or 401(k) match on loan payments
 - Life Insurance

Required Documentation

1. HR policies and procedures illustrating minimum benefits are offered and there is an option of employee to opt-out.
2. Employee handbook.
3. Sample of hiring packet with the option of opting out of benefits.

Additional Notes

Required Incentives

- Employees have the option to opt-out of any benefits offered.
 - If employees opt-out of medical coverage, there must be a submission of proof of coverage from another entity.
- Additional Paid Time-off includes non-sick paid time-off

Enhanced Incentives

- Flexible Work Schedules (where applicable)
 - Examples: hybrid work schedules, option to work fully remotely, alternative work schedules.
- Wellness Programs
 - Examples: mental health days, free counseling, mindfulness workshops.
- Stipend for Transportation
 - Examples: ride-sharing services, cell phone stipends, parking reimbursements, and/or public transportation reimbursement.
- Childcare
 - Examples: on-site or subsidized childcare.
- Student-loan repayment or 401(k) match on loan payments
- Life Insurance
 - Examples: whole life insurance, term life insurance