Benefits Snapshot

Our employees are our most valuable asset. That's why at CPA we are committed to a comprehensive benefit program that helps our employees stay healthy, feel secure and maintain a positive work-life balance. Below is a snapshot of each benefit we offer.

Type of Benefit	Coverage	Monthly/Deduction	
Medical, Dental & Vision	**Cigna Health Care** Low & High Plan	Health insurance is provided to all eligible employees, spouses and dependents. Premium contributions are shared with CPA.	
Life & AD&D Insurance	**Standard Insurance** Basic – 2x annual Salary	Life and AD&D insurance is provided to all eligible staff at no cost to the employee.	
Short Term Disability	**Standard Insurance** 60 2/3% of your income up to $2,000 per week.	Short Term Disability insurance is provided to all eligible staff at no cost to the employee.	
Long Term Disability	**Standard Insurance** Up to 2 years of benefit 60% up to $6000/month	Long Term Disability insurance is provided to all eligible staff at no cost to the employee.	
Permanent Life and Long-Term Care	**Trustmark Insurance**	Perm Life & LTC insurance provided at employee expense	
Paid Parental Leave	**PPL – Childbirth Leave** **PPL – Care and Bonding Leave**	CPA provides Paid Parental Leave after 1-year cumulative service - Minimum of 1,250 hours worked in 12 months preceding the first date of leave.	
Family & Fertility Support	**BenefitBump & KindBody**	CPA sponsored Family and Fertility support for families.	
Supplemental Life	**Standard Insurance** Max coverage $400,000	Available at employee's expense. Dependent/Spouse coverage available.	
Voluntary Insurance	**CIGNA** – Accident, Critical Illness & Hospital Indemnity **Nationwide Pet Insurance**	Available at employee's expense. Dependent/Spouse coverage available.	
Employee Assistance Program (EAP)	**ComPsych Guidance Resources**	EAP is provided to all eligible staff, dependents and spouses at no cost to the employee.	
Retirement	401 a 457b Roth 1 Year vested schedule	401a - CPA Contributes 10.77% to this account. 457b - CPA will match 50% up to 6% of an employee's annual salary contribution (i.e., if the employee contributes 6%, CPA contributes 3%), or a Roth IRA.	
Holidays	15 Paid Holidays	Follows CPA Time Off Policy	
Discretionary Bonus	Annually	Potential Discretionary bonus – Follows CPA Policy	
Tuition Reimbursement	CPA offers tuition reimbursement opportunities.	Follows CPA Education Assistance Policy	
Wellness Program	CPA and Cigna encourage healthier lifestyles by providing health incentives.	On-Site Fitness Center Gift Cards for certain wellness activities	
Paid Time Off	**Employee Accrual**	**Vacation Monthly Accrual**	**Sick Monthly Accrual**
	0-5 years	9.33	8
	6-10 years	10	8
	11 or more	13.33	8
	16 or more	14	8

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