

25 types of employee benefits and perks

Companies may offer the following employee benefits and perks:

1. Medical coverage

The most common employee benefit that employers offer is medical or health coverage. Typically, employee medical insurance covers costs associated with doctors' appointments, regular checkups and basic medical procedures. It also covers emergency room visits and many types of surgical procedures.

2. Dental insurance

Many employers provide dental coverage as part of their overall employee medical benefits, but sometimes dental insurance is a separate benefit. Depending on your workplace, you may have a complete benefits package including medical or dental or two separate insurance policies for your medical and dental plans.

Dental plans generally cover routine dental exams, cleanings and X-rays and dental procedures like root canals, fillings and oral surgery.

Related: [Employee Benefits: Examples of the Most Common Employee Perks](#)

3. Vision insurance

Vision insurance is usually a separate insurance plan in addition to employee health benefits. Eye exams, prescription lenses, ocular procedures and routine checkups for eye health are typical procedures that a vision plan covers. These kinds of plans typically cover checkups one a year.

4. Life insurance policies

Many employers provide life insurance plans as part of an employee benefits package. Often, these life insurance policies are group-term life insurance, which means the insurer provides the employer with a master contract that extends life insurance coverage to all staff members and is in effect for a certain time period.

Usually, the life insurance term lasts for as long as the employee works for their employer. Other life insurance plans may be available depending on the employer, but group-term plans typically cost less than individual insurance policies.

5. Prescription and pharmacy benefits

Many health coverage plans offer prescription benefits, such as lower co-pays for medicines and even no-cost prescriptions. Many pharmacy benefits contain a plan formulary along with tiered pricing for prescription drugs. The plan formulary lists the available medications under your specific prescription plan and often includes medications necessary for chronic and acute diseases.

Additionally, most prescription plans offer three different tiers of medication prices, with generic medications in the lowest cost options. The co-pay for certain prescription drugs can vary, depending on the tier on which the medicine is listed.

6. Specialist services

Specialist services, including referrals from primary care physicians, make up a portion of many employee benefits packages. From dermatological health services to sleep specialists, many health coverage options include coverage for non-routine specialist exams and procedures. This can be useful for employees who seek specialized care for their health conditions.

7. Mental health coverage

Some employee health plans also include mental and emotional health coverage. The insurance plan may cover appointments with mental health practitioners, behavioral and cognitive therapy services and grief, divorce and family counseling. It may also cover prescriptions for medications for mental conditions.

8. Retirement planning

Retirement options are available through most employers and often differ, depending on the company. Several common retirement options employers offer include 401(k) and IRA plans and simplified employee pension (SEP) plans. 403(b) retirement plans are often available for employees working at a nonprofit organization.

Learn more: [What Is a 401\(k\) and How Does It Work? \(With Tips\)](#)

9. Paid time off

In addition to health benefits, most employers offer paid time off (PTO), allowing employees to schedule personal days off from work. Typically, the amount of PTO increases by a set number of hours, which employees accrue each pay period. The number of hours you can earn per period can vary between employers. It often depends on the length of time an employee has worked for their employer.

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10. Paid vacation time

Generally, vacation time accrual is an employee benefit that may be an option instead of PTO. Employees who have vacation allowances accrue a certain number of hours each pay period, similar to paid time off allowances.

One of the primary differences between a PTO plan and paid vacation time is that employees can use PTO for any kind of time off from work, whereas they can only use vacation allowance for vacations. When employers offer vacation allowance, they typically also offer paid sick leave.

Related: [Everything You Need to Know About Paid Vacation and How It Works](#)

11. Paid sick leave

In addition to PTO, or a paid vacation allowance, many employers offer sick leave. Employees accrue a set number of hours each pay period, the same as PTO or paid vacation days, but sick days are usually a separate allowance combined with paid vacation. Additionally, employers who provide paid sick leave generally include paid vacation days in the package, and this combination of employee perks takes the place of PTO.

Related: [Average Sick Days Per Year](#)

12. Extended leave

Extended leave is different from paid sick leave accrual, and it accounts for long periods away from work for medical reasons. Often, employers offer extended leave benefits that pay employees' salaries for time off over 15 consecutive days. Employers may require employees to provide notice of their extended absence along with documentation of any medical procedures they experienced during their time away.

Related: [How To Request a Medical-Based Absence](#)

13. Family leave

Along with extended leave, many employee benefits packages include a family leave plan. Family leave includes extended absence allowance, such as maternity and paternity leave, for when parents welcome their new babies. Depending on the employer, employees may take up to 12 weeks off of work to stay with family and their infants.

Related: [How Long Is Maternity Leave? \(With Types of Parental Leave\)](#)

14. Disability benefits

Disability benefits ensure an employee's salary in the event they sustain an injury or become ill and cannot work. Some employers may offer temporary disability insurance plans that provide income support to employees who have suffered an injury or illness outside of work. While disability benefits can vary between employers, many offer some form of short-term disability coverage in the event you're injured on the job.

Related: [What Is Short-Term Disability? \(Plus Common Eligibility\)](#)

15. Workers' compensation

Workers' compensation plans are usually part of a typical employee benefits package. Workers' compensation covers accidents, illnesses and injuries suffered on the job. These benefits frequently offer coverage for up to 100 weeks, depending on the plan.

16. Living stipends

Some employers offer living stipends as part of their benefits packages, especially if employees may relocate to fill a position at the company. Depending on the company, employees may receive monthly or yearly stipends that cover several living expenses such as moving fees, home office setup, utility coverage and rent.

17. Student loan repayment

Many employees who have recently graduated from college may have outstanding student loans to pay back. Employers who offer student loan repayment benefits offer to pay back the employee's student loan, usually at a set amount per month. The amount that employers contribute can depend on the loan amount and monthly payment minimum.

18. College grants and scholarships

Depending on your employer, you may be able to receive a grant or scholarship for college. Many employers develop scholarship programs that allow employees to return to school or finish their degrees. The amount you receive can differ depending on the employer, their scholarship program and how they sponsor the scholarship program.

Related: [How To Earn an Impressive College Scholarship](#)

19. Paid training and development

Many companies pay their employees to attend training and professional development. Additionally, it may be a requirement for new hires to attend new employee training, and employers pay for this. Another perk employers are likely to offer alongside paid training is paid professional development, where employees can attend mandatory developments without the worry of having to use their PTO or vacation days to attend the event.

Related: [Do Trainees Get Paid? Your Guide to Employment Training](#)

20. Continuing education allowances

Along with professional development and paid training, many employers offer paid allowances for employees to obtain continuing education credit hours for their jobs. Much like paid professional

development, paid continuing education can help employees avoid using up their personal or vacation time for work-related days away from the office. It also allows them to stay up-to-date on industry news and regulations.

21. Travel and spending expenses

Many businesses require executives and professionals to travel to complete business assignments. In these cases, employers generally cover the costs of travel, lodging and spending costs for employees who travel long distances to perform their jobs. This benefit typically also covers costs for food and transportation.

22. Company equipment

Depending on the role and industry, employers may offer company equipment as part of their employee perks. Items like computers, cellphones and tablets may be equipment that employers provide to their employees to perform their jobs. Usually, when employers provide company equipment, employees have access to it for the duration of their employment.

23. Company transportation

Some companies provide company vehicles for employees to use. This perk is common in trade industries such as construction, where employees arrive to work in their personal vehicles and then use the company's vehicles to complete their job duties. This can help employees save money on gas and avoid wear and tear on their personal vehicles.

Related: [How To Plan Your Commute to Work in 8 Steps \(Including Tips\)](#)

24. Remote work flexibility

Many companies offer remote work flexibility perks, allowing employees to work from home one or more days per week. They may also allow employees to choose their own hours and schedules. In these cases, employees can work whenever they want as long as they complete their assignments on time.

Related: [Q&A: What Is Remote Work?](#)

25. Investment opportunities

Many corporate businesses and organizations offer ways for employees to invest in company stocks, shares or other profit-growing opportunities. Investing in a company may allow you to benefit from its growth and profitability. It can also increase your personal net worth.