

2024 CMCMD Employee Benefit Overview

- Social Security, Workers Comp and Unemployment
- Paid Time Off (includes personal leave and sick leave). Employees can accrue up to 520 hours of PTO.

<u>YEAR OF SERVICE</u>	<u>HOURLY ACCRUAL</u>	<u>ANNUAL ACCRUAL</u>
1 st thru 5 th	0.1250 hours	260 hours
6 th thru 10 th	0.1375 hours	286 hours
11 th thru 15 th	0.1500 hours	312 hours
16 th thru 20 th	0.1625 hours	338 hours
Over 20 years	0.1750 hours	364 hours

- Four paid holidays per year (New Year's, July 4, Thanksgiving, and Christmas)
- FLSA Exempt Employees can earn up to and use 80 hours of additional compensatory time annually
- Medical-Dental-Vision Benefits (Employee 10%)

<http://www.ctsi.org/chp>

Anthem Blue Cross Blue Shield Health and Dental (Employee 10%)

<https://www.anthem.com/health-insurance/home/overview>

Vision Service Plan (Employee 10%)

<https://www.vsp.com/>

- MASA Medical Transport coverage (Employer paid)
- Anthem Life Insurance Benefits
 - \$50,000 employee Basic Life /AD&D coverage (Employer paid)
 - \$5000 spouse / \$2000 eligible children Dependent Life coverage (Employer paid)
 - Supplemental life coverage (Employee paid option)
- Principal Insurance Long Term Disability Insurance (Employer paid)
- Principal Insurance Employee Assistance Program (Employer paid)
- Mission Square 457 Plan (Eligible for employer match of up to 6% after 1 year)
<http://www.icmarc.org/products-and-services/457-deferred-compensation-plans.html>
- Rocky Mountain Reserve Flexible Medical/Dependent Care Spending Account (Employee funded)
<http://rockymountainreserve.com/flexible-spending-accounts>
- AFLAC (Employee paid option)
<http://www.aflac.com/business/policies.aspx>
- Optional District phone plan or phone reimbursement
- Professional Development and Educational Assistance opportunities
- Housing Stipend based on pay scale / Limited subsidized employee housing options
- Fitness facilities
- Weekly wellness hours
- Full-time District Employees and their dependents receive a Copper Mountain Ski Pass (provided annually by Copper Mountain Resort with restrictions)
- District provided ski parking for full-time employees and dependents receiving a Copper Ski Pass
- Copper Mountain Summer Activity benefits (per discretion of Copper Mountain Resort annually)
- Employee recognition and appreciation events