

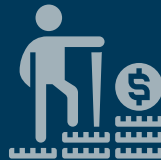
FULL-TIME MOUNTAIN VILLAGE EMPLOYEE BENEFITS

Town of Mountain Village full-time, year-round employees enjoy the following benefits:



Health Insurance

Medical, dental, vision & life insurance available first day of the month after 30 days of employment. No cost for employee. \$60/month per dependent. ([Learn more.](#))



401(k) Plan

Employee & town contributions 100% vested immediately upon hire. Town will match:
First year: 2%
Second year: 3%
Third year: 4%
Fourth year: 5%
([Learn more.](#))



Wellness

In order to promote healthy lifestyles, employees are eligible for reimbursement of eligible expenses through the Wellness Reimbursement Program. The 2022 amount is \$1,200. This benefit is prorated for new employees based on start date.
**This is a taxable benefit.*



Retirement Benefits

In lieu of social security, all employees contribute the required 8.5% to the Public Employee's Retirement Association (PERA) and town contributes 14.2%. ([Learn more.](#))



Paid Time Off (PTO)

PTO accrues at an hourly rate allowing employees to have necessary time away from work for personal, sick, holiday and vacation.



Flexible Spending Accounts (FSA)

Employees can elect payroll deductions up to \$2,850 annually for health care and \$5,000 for dependent care (carryover limit is \$570 for 2022). It is a tax-effective way to pay for eligible health care & dependent care.



Employee Assistance Program (EAP)

Financial and legal services and counseling sessions available for employees and eligible dependents. ([Learn more.](#))



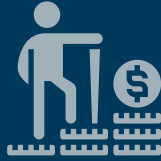
Life Insurance

Coverage begins first day of the month after 30 days of employment at no cost.
Employee coverage: \$50,000
Spouse coverage: \$5,000
Child coverage: \$2,000



Voluntary Life Insurance

Employees may purchase group, decreasing term life insurance through PERA. Evidence of good health is not required. \$7.75 per month per unit.



Accident Insurance

Multiple AFLAC policies available for review upon hire. You choose which plan(s) are right for you and premiums are payroll deducted.



Long-Term Disability

Provides income protection if you are unable to work due to illness or accident. Begins 90 days after employment.



Bereavement Leave

To attend the funeral of an immediate family member, employees are eligible for up to 40 hours of paid leave, in addition to any PTO the employee may be eligible for.



Holiday Pay

Non-exempt employees receive time and one half on official holiday paydays: New Year's, Memorial, Independence, Labor, Thanksgiving & Christmas days.

