



# Benefits at the Mountain Association

*Please feel free to contact [info@mtassociation.org](mailto:info@mtassociation.org) with any questions about our benefits or workplace and we will direct your question to HR.*

<b>Insurance</b>	Health	<p>We pay 100% of each plan (employee pays .01 cent per pay period to opt in). We also pay a percentage (determined annually) of employees' family health insurance premiums. We pay the full premiums on a \$50,000 life insurance policy as well as short &amp; long term disability policies for employees. Supplemental insurance is also available. Worker's comp is provided.</p>
	Vision/Dental/Life	
	Disability: Short & Long	
	Employee Assistance	
<b>HSA</b>	HDHP is combined with a HSA	We contribute \$152.08 per pay period, totaling \$3,650 per year (including fees) to an HSA for each eligible employee.
<b>Retirement</b>	403 (b)	We contribute five percent of salary, with no required matching contribution from the employee. We have an independent investment advisor who is available to advise staff on their retirement investments.
<b>Time Off</b>	Vacation	12 days per year in 0-1 years, 13 days per year in 1-2 years, 15 days per year in 2-3 years and 20 days after 3 years.
	Sick	13 days per year. New employees are granted 6.5 days (prorated if temporary) upon starting, then leave accrues normally after first six months. For employees having COVID or caretaking of a family member with COVID, there are up to 80 hours of additional paid leave.
	Other	Comp time on an per-hour basis up to a max of 80 hours. We provide pregnancy & postpartum disability, paid parenting (12 weeks), bereavement, court, voting, military, and special leave for educational or other purposes. We also have a donated leave bank for medical emergencies.
<b>Other</b>	Through our employee wellness program, we provide wellness incentives and rewards. We provide each employee with AAA Plus. Employees have the option for a dependent care Flexible Spending Account, and a 529 College Savings Plan. Employees with qualifying student loans are eligible to apply for Public Service Loan Forgiveness.	

