



Benefits at the Mountain Association

Please feel free to contact info@mtassociation.org with any questions about our benefits or workplace and we will direct your question to HR.

Insurance	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 & 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	
HSA	HDHP is combined with a HSA	We contribute \$172.92 per pay period, totaling \$4,150 per year (including fees) to an HSA for each eligible employee.
Retirement	403 (b)	We contribute five percent of salary, with no required matching contribution from the employee. An independent investment advisor is available to advise staff on their retirement investments.
Time Off	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.
	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.
Other	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.	

