



Benefits at the Mountain Association

Please feel free to contact Megan Naseman (megan@mtassociation.org) with any questions about our benefits or workplace.

Insurance	Health	The Mountain Association pays 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. Life Insurance is a \$50,000 policy. Supplemental insurance is also available. Worker's comp is provided.
	Vision/Dental/Life	
	Disability: Short & Long	
	Employee Assistance	
HSA	HDHP is combined with a HSA	The Mountain Association contributes \$150 per pay period, totaling \$3,600 per year (including fees) to an HSA for each eligible employee.
Retirement	403 (b)	The Mountain Association contributes 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.
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.
	Other	Comp time on an per-hour basis up to a max of 80 hours. The Mountain Association provides pregnancy & postpartum disability, paid parenting (four weeks), bereavement, court, voting, military, and special leave for educational or other purposes. We also have a donated leave bank.
Other	Through our employee wellness program, we provide wellness incentives and rewards. The Mountain Association provides each employee with AAA Plus. Employees have the option for a dependent care Flexible Spending Account, and a 529 College Savings Plan.	



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