

2020 CMCMD Employee Benefit Overview

- Social Security, Workers Comp and Unemployment
- 260 hours PTO per year (years 1-5, increases after 5+ years) to 376 hours per year (20+ years' service) plus four paid holidays and weekly wellness hours. Can accrue up to 520 hours of PTO.
- FLSA Exempt Employees can earn up to 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)
- ICMA-RC 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
- Limited employee housing options
- Fitness facilities
- FT District Employees and their dependents receive a Copper Mountain Ski Pass (Annually renewed and provided by Copper Mountain Resort)
- Copper Mountain Summer Activity benefits (Annually renewed and provided by Copper Mountain Resort Association)