



## 2025 CMCMD Employee Benefit Overview

Year of Service	Hourly Accrual	Annual Accrual
1 <sup>st</sup> through 5 <sup>th</sup>	0.1250 hours	260 hours
6 <sup>th</sup> through 10 <sup>th</sup>	0.1375 hours	286 hours
11 <sup>th</sup> through 15 <sup>th</sup>	0.1500 hours	312 hours
16 <sup>th</sup> through 20 <sup>th</sup>	0.1625 hours	338 hours
Over 20 years	0.1750 hours	364 hours

- Paid Time Off (includes personal leave and sick leave). Employees can accrue up to 520 hours of PTO
- Six paid holidays per year (New Year’s Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas)
- FLSA Exempt Employees receive 40 hours of additional compensatory time annually
- Health Benefits for Employees & applicable Dependents:
- Medical Benefits (HDHP 100% Employer paid, PPO plan 90% Employer/10% Employee paid)
- Delta Dental (Employer paid)
- Vision Service Plan - VSP (Employer paid)
- Guardian Accident coverage (Employer paid)
- Guardian Short-Term & Long-Term Disability Coverage – EE only (Employer paid)
- CEBT 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)
- CEBT Employee Assistance Program (Employer paid)
- Mission Square 457 Plan (Eligible for employer match of up to 6% after 6 months)
- Rocky Mountain Reserve Health Savings Account – applies only to HDHP option. (Employer contributions with optional Employee contributions)
- Rocky Mountain Reserve Flexible Medical/Dependent Care Spending Account (Employee funded)
- AFLAC (Employee paid option)
- Monthly Housing Stipend / Limited District owned (subsidized) employee housing options
- District paid phone plan or phone reimbursement
- Professional Development and Educational Assistance opportunities
- Fitness facilities
- Weekly wellness hours & annual wellness reimbursement
- Full-time District Employees and their dependents receive a Copper Mountain Ski Pass (provided annually by Copper Mountain Resort with restrictions)
- District provided ski parking for full-time employees and dependents receiving a Copper Ski Pass
- Copper Mountain Summer Activity benefits (per discretion of Copper Mountain Resort annually)
- Employee recognition and appreciation events