

Full-Time Employee Benefits Overview



Medical, Dental, Vision

100% of employee premium is paid. Low-cost and pre-tax dependent premiums.

Flexible Spending & Health Savings Accounts

Option to make pre-tax deductions into an FSA/HSA for dependent or healthcare expenses

Life, AD&D, and Disability Coverage

Employee premiums are 100% covered.

Supplemental Life, Hospital, Critical Illness and Accident Insurance

Optional extra insurance coverage



Vacation

Years 1 -2 accrue 96 hours per year

Years 3-5 accrue 120 hours per year

Years 6+ accrue 160 hours per year

Sick Leave

Accrue 7.5 hours per month.

Holidays

Ten paid holidays per year.

Personal Hours

32 hours per calendar year.

Parental Leave

6 weeks of paid time to spend caring for a newborn or newly adopted child.

Community Service Leave

Volunteer with a local non-profit or Town-sponsored event for up to 8 hours each year.

Bereavement Leave

Three paid days per year.

Jury Duty

Compensated at regular rate of pay for normally scheduled hours.



401 & 457 Retirement Plans

The Town contributes 13% of employee's salary to a 401a retirement plan. Employees contribute a minimum of 5% to a 457 retirement plan in lieu of social security.

Employees are 100% vested in their 457 contributions. Employees are 20% vested after each full year employed in the 401a plan, and 100% vested after five years.



Recreation & Wellness Benefit

\$1,700 annual allowance for approved recreational and wellness expenses.

Snowmass Recreation Center

Receive 50% off the cost of annual adult and family memberships at the rec center, and limited free day passes

Employee Assistance Program

8 free counseling sessions per life event per year- per household member. Five life coaching sessions and various other benefits,

Town Ski Day

Hit the slopes with your colleagues while on the clock.



Chamber Ski Pass Discount

Discounted ski pass rates for employees and their spouses.

Hybrid Work Schedules

Remote work days possible for eligible positions.

Bus Passes & Employee Shuttles

Free RFTA bus passes for transportation to and from work. Free employee shuttles throughout the Valley with varying stops.

Employee Appreciation Events

Lunches, parties, raffles and more.

Free/Discounted Special Events

JAS Aspen, Snowmass Rodeo, Cidermass and more.

Sign On and Referral Bonuses

Start off with a bonus and earn more for referring new employees to the Town.

Employee Loans & Pay Advances

Assistance in emergency financial situations.