

# Employee benefits



*The benefits of a great place to work...*

## *Your benefits your way*

Mountain Park contributes **\$27.69 each pay period** toward ancillary benefits

Employees working a minimum of **24 hours per week** are eligible for benefits on the **first of the month following 30 days** of employment. Eligible Dependents include spouse, domestic partner, dependent children, and stepchildren.

### Medical

6 Options BCBS – 3 PPO and 3 HDHP plans including a **no-cost option for employee-only coverage**.

Prescription Drugs coverage for generic, preferred brand, non-preferred brand, and specialty drugs.

### Flexible Spending Accounts

Health Care FSA, Dependent Care FSA, and Limited Purpose FSA (for HDHP plans) pre-tax benefit through HealthEquity.

### Time Away from Work

Generous **Paid Time Off** plan

**plus 8 National Holidays** and a **Floating Holiday** each year.

Clinicians receive 200 hours per year which includes 40 hours of sick time **immediately** Available Upon Hire

Part-time employees' PTO is pro-rated based on FTE.

### Dental

3 PPO Options through MetLife

### Vision

4 PPO Options through MetLife

### Health Savings Accounts

Available for employees enrolled in HDHP plans through HealthEquity.

### Continuing Medical Education

Clinicians receive 5 paid days per year

### Paid Parental Leave

8 Weeks Paid Parental Leave

### Paid Jury Duty & Volunteer Time

40 Hours Paid Jury Duty

3 Hours for Volunteer Time Off

### Retirement Plans

Mountain Parks offers two tax-advantages employee retirement plans, **403(b)** and **457(b)**

Benefits include:

Immediately eligible to make **403(b)** contributions up to annual federal limits.

Immediately eligible to make **457(b)** contributions up to annual federal limits for employees that meet the minimum threshold for highly compensated employees (per the IRS regulations).

**50% Employer match** on Employee **403(b)** contributions **up to 3% each pay period** after 1 year of service and employer match vested after 2 years of service.

**403(b) (pre-tax)** and **Roth 403(b) (post-tax)** contribution types available.

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## Savi Loan Forgiveness

Removes the complexities of loan forgiveness and puts the process on autopilot. **Fee covered 100% by Mountain Park.**

## NHSC Loan Forgiveness

Clinicians are eligible for the NHSC loan repayment program administered by HRSA.

## Educational Assistance

Reimbursement up to \$2,000 annually for growth in an area related to employee's current position or that may lead to promotional opportunities.

## Life Insurance

Employer-paid life insurance at 2x annual salary up to \$350,000 plus voluntary life and AD&D through SunLife.

## Short-Term Disability

Variable coverage up to 60% of earnings, up to \$1,500 per week up to 26 weeks. 3 plans offered through SunLife with a 7, 14, or 30-day elimination period.

## Employee Assistance Program

6 face-to-face sessions per year per member incident for mental health and community support. All employees, dependents of employees and members of the household are eligible.

## Complimentary Employee Wellness Programs

Mountain Park paid subscriptions for Sonic Boom and Noom Weight Management Programs

Free Fitbit to track activity

## Tickets at Work

Discounts on theme parks, attractions, hotels, rental cars, ski resorts, movie tickets, shows and events, and much more!

## Continuing Medical Education Stipend

\$2,000 (Physicians & Dentists) or \$1,000 (NP, PA, RD, Dental Hygienists, Behavioral Health, Pharmacists) reimbursement per year.

## Paid License Renewal

Mountain Park will pay for or reimburse for clinical and DEA licensure required to practice.

## Malpractice Insurance Coverage

Malpractice insurance (Federal Tort Claim Act – FTCA) paid 100% by Mountain Park.

## Long-Term Disability

Employer-paid and administered through SunLife at 60% of monthly to a maximum of \$10,000 per month until normal retirement age.

## Accident & Critical Illness

Offered through SunLife – pays a lump sum to you if diagnosed with a covered illness or condition or resulting from a covered accident.

## Employee Gym Discounts

Significant discounts for LA Fitness/eSporta, EoS Fitness, Planet Fitness, VASA Fitness, Fitness Your Way, and KROC Center.