

2023 Full-Time Employee Benefits Overview



Medical, Dental, Vision

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

Flexible Spending Accounts

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

Supplemental Life and Accident Insurance

Optional extra coverage with pre-tax premiums.

Worker's Compensation

Lost wage replacement and medical care as a result of job-incurred injury or illness.



Vacation

Years 1 -2 accrue 80 hours per year

Years 3-5 accrue 120 hours per year

Years 6+ accrue 160 hours per year

Sick Leave

Accrue 8 hours per month with no accrual limits.

Holidays

Ten paid holidays per year.

Personal Hours

24 hours per calendar year. If hired after July 1st, 12 hours.

Health Day

Earn 8 hours of personal time if you do not exceed more than 20 hours of sick leave in a calendar year.

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 10% 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

\$1,390 annual allowance for approved recreational and wellness expenses. Employees must work a minimum of three months and 192 hours to be eligible.

Snowmass Recreation Center

Receive 50% off the cost of annual adult and family memberships at the rec center.

Employee Assistance Program

Three free counseling sessions per life event per year. 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.

Referral Bonuses

Earn bonuses for referring new employees to the Town.

Employee Loans & Pay Advances

Assistance in emergency financial situations.