

Rocky Mountain Development Council, Inc.

A brief synopsis of benefits

Salary: Depends on position

Hours Per Week: Depends on position

Vacation: Regular full-time employees earn 120 hours annual leave per year. Hours are prorated for part-time employees based on hours worked.

Sick Leave: Regular full-time employees earn 96 hours per year. Hours are prorated for part-time employees based on hours worked.

Holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Federal Election Day, Veterans' Day, Thanksgiving Day, The Day after Thanksgiving, Christmas Eve, Christmas Day, and any other holiday proclaimed by the Governor of Montana or by Presidential proclamation.

Health Insurance: Rocky will make a contribution toward the cost of health insurance for employees who decide to participate in the health insurance plan. The amounts of the contribution will be based on the number of hours that the employee is scheduled to work per year. **Full-time employees and employees with a scheduled annual f.t.e. of .71 or more will pay a minimum of $50 monthly premium**. Employees with a scheduled f.t.e. of .50 to .70 will pay 75% plus a minimum of $50 monthly premium. The health insurance plan includes dental and vision plans. The employee may pay for family coverage.

Life Insurance: Rocky pays for a $25,000 life insurance policy for employees who enroll for the health insurance plan. Employees who enroll for health and life insurance may buy additional life insurance coverage.

Retirement: Rocky contributes 3% after 12 months of employment and after working 1000 hours. No contribution on part of employee.

401- K Plan: Voluntary participation upon hire if the applicant meets the age requirement.

Cafeteria Plan: Voluntary participation.

Other: An Employee Assistance Program (EAP) is also available. Payroll direct deposit.

Full benefit descriptions and eligibility are outlined and provided in detail in the Rocky Personnel Policies and Procedure Manual.