

Crow Canyon Benefits 2018

Health and Welfare:

- Health Insurance - Crow Canyon pays 75% paid for employees and 35% for dependent coverage (eligibility: 30 hours/week or above) **
- Employee Assistance Plan (EAP) – 800-865-1044 anthemEAP.com Log on: Crown Canyon
- Dental - Crow Canyon pays 50% of benefits for employees and 35% for dependent coverage **
- Vision - Crow Canyon pays 50% of benefits for employees and 35% for dependent coverage **
- AFLAC - self pay at group rates
- 20% employee discounts in the Campus Store.
- Free health screenings on campus
- Flu shots on campus covered by your insurance benefit
- Group gym rate - CCAC supports 20% per month membership (employee only)
- Retirement Plans – Sheltered Annuities 403(b):
 - ✓ You can contribute with no Crow Canyon Match first of any pay period following 60 calendar days of employment
 - ✓ You can contribute with a Crow Canyon Match of up to 4% first of any pay period following one year of employment
- Bereavement Leave - 3 paid days*

Legally Mandated:

- Family & Medical Leave (FMLA)
- Workers Compensation
- Unemployment insurance
- Military Leave

Life work balance:

- Safety program to provide a safe work environment
- Flexible scheduling
- Telecommunicating with a written agreement
- 9 paid holidays*
- Jury and Witness Duty Leave - 3 paid days*
- Personal Time Off (PTO)*:
 - ✓ > 0-5 years = 20 days (160 hours; 6.14 hours per pay period)
 - ✓ > 6-10 years = 25 days (200 hours; 7.67 hours per pay period)
 - ✓ > 10+ years = 30 days (240 hours; 9.2 hours per pay period)
- Ability to receive donated PTO up to a max of 180 hours under the FMLA qualifications
- Extended illness bank for employees who qualify for FMLA- (not paid out upon separation from CCAC)
- Free lunch (once a month during the program season)
- Employees may purchase meals on campus
- Casual dress code

Career Development:

- Professional Development – CCAC supports time off, registration, and travel (workshops, conferences, classes, skill training, field trips, etc.)
- Educational Assistance – CCAC supports professional courses, certifications, licensing programs and degree programs
- Mission related staff field trips

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- Sponsors one employee for two years of attendance in Leadership Montezuma (10 days paid time for attendance and sponsor fee of \$250.00)
- Free first aid / CPR classes
- Job related professional membership dues

General Benefits:

- Discounts on programs -50% adult programs / CE- direct cost / Free-Day Programs / free- lecture series
- 30% program discounts for employee guest – (CE programs are direct cost)
- Annual end of season thank you gift*
- Service awards*
- Direct contact with participants and board members
- Direct input on work plans and organizational direction
- Beautiful rural work environment
- Crow Canyon events at no cost - (meals and receptions)
- Holiday events
- Pro-deals available to employees

*Benefits are pro-rated for part-time employees.

** Most months have 2 pay periods. In the event there are 3, health deductions will be deducted from the first 2 paychecks only, but not the 3rd paycheck. Generally, these deductions are based on 24 deductions per year, not 26.