



Employee Benefits Summary

Health Care: RMPM offers employees a choice of two different health plans through United Health Care. RMPM pays the majority of the monthly premium on both plans and the remainder of the monthly premium is deducted from the employee's paycheck. Dependent coverage is available at group rates for spouse and/or children, and the additional cost is deducted from the employee's paycheck.

Vision/Dental: RMPM offers employees dental and vision through Principal Insurance paid 100% for all full-time employees. Dependent coverage is available at group rates for spouses and/or children. The additional cost is deducted from the employee's paycheck.

Other Insurance: RMPM provides long-term disability and AD&D insurance for each full-time employee. Life insurance is provided by RMPM in the amount of 2 times the employee's annual salary up to \$200,000. for full-time employees.

Supplemental Insurance: RMPM also offers supplemental insurance through **Aflac** and **Colonial Life**. These premiums are 100% employee paid and RMPM will manage the plans.

Retirement: RMPM offers a 100% employer match up to 3% of the employee's base salary through a 403(b)-retirement plan with TIAA.

Flexible Spending Account: Our FSA plan has options for health, transportation, and dependent care.

Vacation: Full-time employees accrue 120 hours (3 weeks) of vacation per year commencing upon the date of employment. Vacation is accrued at the rate of 5 hours per pay period.

Sick time: Full-time employees accrue 96 hours (12 days) of sick leave per year commencing upon the date of employment. Sick leave is accrued at the rate of 4 hours per pay period.

Holidays/Mental Health Days: RMPM grants 10 paid holidays to all full-time employees. Each full-time employee is also granted 2 personal days per year. Every month that doesn't contain a holiday, RMPM provides employees with a paid mental health day.

Transportation: RMPM provides every employee (part-time and full-time) with an RTD EcoPass. This is fully paid for by the company and can be used for all travel on buses and trains throughout Colorado.

Perks: RMPM provides a perks program with rotating offerings every fiscal year. This year's offering involves a reimbursement app called Joon, where you can select categories for reimbursement and receive funds directly for eligible purchases.

Bonus/Salary Increase:

RMPM strives to provide annual salary increases for employees meeting the Standard of Excellence. RMPM also strives to provide potential bonus opportunities for staff in years with a positive net operating surplus. Please see the RMPM culture code for more information.

Feel free to contact HR with any questions pertaining to compensation.