

## Seasonal Staff Perks and Health Insurance

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### Biggest concern - health benefit

- How to offer health benefits in an economical manner.
- How to cover them for accidents if they are required to live on the premises and get injured in a non-work related accident.
- Catastrophic insurance is a possibility.
- Cobra is a possibility in some cases for students who have just graduated college and was covered under their parents insurance or through the college.
- Give free room and board so they have more cash flow and can afford the premium.
- Most pay 100% of full-time employee health coverage premiums.
- Health savings account helps to decrease premium cost and helps cover cost of the lower coverage levels.

### Additional perks

- Offer additional money per year for staff that returns.
- Give an additional amount of money to help offset individual premium cost.
- Food allowance and/or free food.
- Free or cheap housing and ensuring they are maintained (being a good landlord).
- Free internet.
- Make sure they get a library card (library has movies to check out).
- Offer a 'pet house' so seasonal staff can have their pets near by or allow them to bring them for a couple of weekends out of the season.
- Pro deals (reduced cost for gear).
- Unlimited long distance on landline by paying a flat rate to phone carrier.
- Board members donate services/items to staff. (condo, massages, ski passes, discounts at stores)
- Try to keep staff involved in things outside the center so they don't get burned out.
- Professional development/training.