



SUMMARY OF BENEFITS FOR FULL TIME EMPLOYEES - 2016

HEALTH CARE PROTECTION: *Employees are eligible the first of the month following the employee's date of employment.*

Health Insurance: Health insurance is provided by United Healthcare. The Town pays the full monthly premium for employees and their dependants.

Dental Insurance: Dental insurance is provided by Delta Dental. The Town pays the full monthly premium for employees and their dependants.

Vision Insurance: VSP is the provider for the vision program. The Town pays the full monthly premium for employees and their dependants.

Aflac Insurance: This voluntary insurance offers a selection of plans that will pay for everyday living expenses, lost income, hospital co-pays and deductibles related to accidents, cancer treatment and specified health events.

DISABILITY INCOME: *Employees are eligible the first of the month following the employee's date of employment.*

Short Term Disability: The Town provides Short Term Disability through United Healthcare. Short Term disability starts seven days after an incident occurs and pays a weekly benefit of 60% of pay (up to \$750.00 per week) for 26 weeks

Long Term Disability Insurance: The Town provides Long Term Disability (LTD) through United Healthcare. LTD starts 180 days (26 weeks) after an incident occurs. The payment is 60% of your monthly salary up to \$6,000 total.

SURVIVOR BENEFITS: *Employees are eligible the first of the month following the employee's date of employment.*

Supplemental Life Insurance: Employees are provided Supplemental Life Insurance through United Healthcare with a guaranteed issue of \$35,000.

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FUTURE FINANCIAL SECURITY: *Employees are eligible immediately upon hire.*

401(a) Plan: The Town provides a retirement plan through ICMA-RC. A 3% mandatory employee contribution is matched by a 3% employer contribution with five year vesting schedule.

457 Defined Contribution Plan: Eligible employees may put additional tax-deferred dollars away for retirement. The Town does not contribute to the 457. All contributions are immediately vested.

PAID TIME-OFF BENEFITS:

Paid Holidays: The Town has eleven paid holidays a year.

General Leave: Paid Time-Off (PTO) is granted immediately upon employment and accrues at 16 hours a month the first year. PTO may be used for vacations, personal business, illness or other reasons as requested by the employee and approved by his/her supervisor.