



## SUMMARY OF BENEFITS FOR FULL TIME EMPLOYEES - 2017

**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 CEPT. The Town pays the full monthly premium for employees and their dependants.

**Dental Insurance:** Dental insurance is provided by CEPT. 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 CEPT with a guaranteed issue of \$35,000. Dependent coverage is \$5,000 for spouse and \$2,000 each for children through age 25.

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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.