



2015-2016 Benefits

	Hrs/Yr Worked	2080	2184	2236
> Sick Hours Earned:	0-20+ years	8.00/mo.	8.42/mo.	8.61/mo.
> Vacation Hours Earned:	0-3 Years	6.67/mo.	7.01/mo.	7.17/mo.
	4-9 Years	8.01/mo.	8.41/mo.	8.61/mo.
	10-14 Years	10.0/mo.	10.5/mo.	10.75/mo.
	15-19 Years	13.33/mo.	14.0/mo.	14.33/mo.
	20+ Years	16.0/mo.	16.8/mo.	17.20/mo.
> 11 or 12 Paid Holidays - Depending on Christmas / day of the week				

Type of Insurance: *	Employee	Emp/Spouse	Emp/Child	Emp/Family
Health: (FCC - MedCost Network)	\$ -	\$ 204.47	\$ 115.94	\$ 393.60
Dental: (Guardian)	\$ 7.94	\$ 24.23	\$ 25.38	\$ 41.19
Vision: (HumanaVision)	\$ 4.38	\$ 8.34	\$ 8.79	\$ 13.11
Life Insurance: (Lincoln Life & Humana) \$20,000 for Employees - Optional \$5,000 for Dependents - Buy-up option available, based on age	\$ -	-	-	\$ 0.70
Short-Term Disability: (One America) **	Full Premium	-	-	-
Long-Term Disability: (One America) ***	Full Premium	-	-	-
Cancer, Critical Illness, Accident (Transamerica)	Full Premium	-	-	-

* Deduction amounts based on 24 pay periods

** Short-Term Disability pays either 30% or 60% of income after 15 days; maximum of 22 weeks

** Long-Term Disability pays either 30% or 60% of income after 180 days; maximum of 5 years

Retirement Plans:	Town Pays	Emp Pays
State Retirement:		
- Non-Public Safety Employee	6.67%	6%
- Law Enforcement Employee	7.15%	6%
- Firefighter	6.67%	6%
401k/457:		
- Law Enforcement Employee	5.00%	Choice
- All Other Employees (Match)	Up to 3%	Choice

SRAC:	Individual	Family of 2	Family of 4	Senior	Senior Fam.
- Employee Rate - 24 Periods	\$ 8.75	\$ 10.75	\$ 13.25	\$ 6.00	\$ 8.00
Up-front fees for all memberships: \$35 Enrollment Fee & \$9 Amenities Fee					