



2018 Benefit Summary

We are pleased to provide you with this employee benefit summary. Your employee benefits contribute greatly to your annual overall compensation and to your personal well-being. We are constantly working to provide you with a benefit package that is competitive and progressive within our industry and our community. We appreciate your service and dedication to the agency.

Insurance Benefits	Benefit Description:
Medical – Health Insurance	85% employee coverage/50% spouse, domestic partner and dependent coverage
Insurance Opt Out Stipend	Opt out stipend available with proof of other health insurance
Health Reimbursement Account	50% employee Health Insurance Deductible coverage, reimbursed at 50%ER/50%EE
Flexible Spending Account	Flexible Spending medical and dependent care accounts available to all employees
Dental Insurance	85% employee coverage/50% spouse, domestic partner and dependent coverage
Vision Insurance	85% employee coverage/50% spouse, domestic partner and dependent coverage
Employer-provided Basic Life	100% employee coverage at 1X annual wages/salary. Supplemental and dependent coverage
Voya 457B/401A Tax Deferred	Employer match of 3.5% / 5.0% after 5 years of service
Income Protection	40%/55%/70% Income Protection Plans available to employees through payroll deduction
Call Out Pay	2 Hour minimum reimbursed at time and a half
Wellness Benefits:	Benefit Description:
Earned Benefit Time	Generous earned benefit plan which accrues per pay period increasing with longevity
Flexible Work Schedules	Flex schedules available for qualifying positions/teams
Wellness Stipend	Annual allowance toward employee wellness activities – Currently \$500.00
Gym Membership	Access to Bath/Brunswick YMCA locations using agency corporate membership
Boots/Clothing Allowance	Annual allowance towards safety boots/agency attire for qualifying positions
Bereavement Pay	1-5 days depending on relationship
Direct Deposit	Bath Housing directly deposits employee payroll for all employees
Employee Assistance Program	Employer sponsored Employee Assistance Program available to all employees
Paid Holidays	12.5 paid holidays annually
Tuition Reimbursement	Tuition reimbursement and professional development available to all employees
Civic Jury Duty	Employee wage protection for employee fulfillment of civic responsibilities
Family Medical Leave	Bath Housing offers family medical leave protections
Paid Volunteer Time	4 hours of annual paid volunteer time
Agency Cell Phone	Agency paid cell phone or stipend for qualifying positions
Mileage Reimbursement	Reimbursement at the IRS published rate for qualified work related travel
Misc. Benefits & Discounts	Annual dinner with the Boards, Annual employee picnic/holiday party, winter bowling, luncheons, Verizon Wireless discount, Sherwin Williams special pricing, M.W. Sewall special pricing, Camden National/Bath Savings/Bangor Savings – special accounts and rates, use of agency dumpsters for large or unique disposal situations

Please contact Human Resources with any questions or comments about your personal benefits. Bath Housing is pleased to be able to offer these valuable benefits to you, and we thank you for being a partner in our success.

Every effort has been made to ensure that the information in this statement is accurate; however no warranty of complete accuracy is made. This does not in any way constitute a contract of employment. Bath Housing Authority reserves the right to amend pay and benefits at any time. If you feel an error has been made or have any questions, please contact Human Resources.