



2019 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.

| Benefits | Benefit Description: |
|---------------------------------|---|
| Medical – Health Insurance | 85% employee coverage/50% spouse, domestic partner and dependent coverage |
| 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 10 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 (sick and vacation time) that accrues per pay period, starting at 20 days/year and increasing with longevity |
| Wellness Stipend | Annual allowance toward employee wellness activities – Currently \$500.00 |
| Safety Boots/Clothing Allowance | Annual allowance towards safety boots/agency attire for qualifying positions |
| Bereavement Pay | 5 days for Spouse or Domestic Partner/3 days for parent or sibling/1 day for grandparent, grandchild, aunt, uncle, niece or nephew |
| 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.