



2025 Benefit Summary

Employee benefits contribute to your annual overall compensation and your personal well-being. Bath Housing is committed to providing a benefit package that is competitive and progressive within our industry and our community. *EE is employee and ER is employer.*

Health and Other Benefits	Benefit Description
Medical – Health Insurance	Employer pays 90% employee coverage and 50% of the additional cost to cover spouse, domestic partner, and dependent coverage; \$300/month opt-out payment for employees with other medical insurance.
Dental Insurance	Employer pays 100% employee coverage and 50% of the additional cost to cover spouse, domestic partner, and dependent coverage.
Vision Insurance	Employer pays 100% employee coverage and 50% of the additional cost to cover spouse, domestic partner, and dependent coverage.
Health Reimbursement Account	50% employee health insurance deductible coverage, reimbursed at 50%ER/50%EE.
Flexible Spending Account	Medical and dependent care accounts available.
Retirement (457B/401A)	Employer contributes 6% (7.5% for employees with 10+ years of service) with no match requirement.
Employer-provided Basic Life Insurance	Employer provides 100% employee coverage at 1 x annual wages/salary.
Short term Disability	Employer pays 100% of a short-term disability plan for employees (60% benefit for up to 12 weeks).
Income Protection Plan	40%/55%/70% Income Protection Plans available for employees to buy through payroll deduction.
Other	Workers compensation, social security insurance, unemployment compensation insurance, and Maine Paid Family and Medical Leave.

Wellness and Other 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; up to two weeks cash out allowed per year with restrictions. Employees can carry over up to 20 days each calendar year.
Paid Holidays	14 paid holidays annually (including two floating holidays)
Family Medical Leave	Bath Housing offers family medical leave protections and up to two weeks of paid leave
Paid Volunteer Time	4 hours of annual paid volunteer time
Personal Growth Leave	Two weeks of paid leave for long-tenured employees
Longevity Bonus	Annual \$500 bonus after 5 years of continuous service; annual \$1,000 bonus after 10 years of continuous service.
Civic Jury Duty	Employee wage protection for up to 2 weeks
Continuing Education	Professional development and tuition assistance
Wellness Stipend	Annual allowance toward employee wellness activities – currently \$600
Agency Cell Phone	Agency paid cell phone or \$25 stipend for qualifying positions
Safety Boots/Clothing Allowance	Annual \$200 allowance towards compliant footwear and \$150 for agency attire for qualifying positions; one-time \$200 allowance for winter compliant footwear with lifetime guarantee
Call Out Pay	2 hour minimum reimbursed at time and a half. On-call stipend is \$150/week (or \$200 for a holiday week)
Mileage Reimbursement	Reimbursement at the IRS published rate for qualified work-related travel
Direct Deposit	Bath Housing directly deposits employee payroll for all employees
Employee Assistance Program	Employer sponsored Employee Assistance Program available to all employees
Misc. Benefits & Discounts	Employee summer picnic/winter holiday party, luncheons, corporate discounts, use of agency dumpsters for unique disposal situations; other special offers

The employee handbook or specific plan documents contain more detailed information about benefits and benefit eligibility. 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. Please contact your supervisor with any questions or comments about benefits.