



Town of North Yarmouth Benefit Package

401K Retirement Plan: Town pays 5% of your gross wages (based on 40-hour work week). Employee does not have to contribute.

Health Insurance: 80/20 split with Employee paying 20% of premium via payroll deduction.

If an employee can document that they have coverage from another plan, they may opt out of having coverage through the Town. Upon opting out, the employee shall receive an annual *one-time lump sum benefit equal to 25% of the annual benefit cost* that would have been paid by the Town. The payment shall not be considered part of the compensation for purposes of retirement, life insurance, and computing hourly wage. Payment is subject to payroll taxes (FICA/Medicare, Federal, and State) and is paid to the employee during the month of July for the previous fiscal year.

Dental Insurance: 80/20 split with Employee paying 20% of premium via payroll deduction.

Life Insurance: Free if employee takes Health Insurance, otherwise employee pays 100% of premium. We also offer Supplemental and Dependent Life Insurance at the employee's expense.

Income Protection Plan: Employee pays 100% of premium. This is a short-term disability insurance.

Vision Insurance: Employee pay 100% of the premium.

Cellphone Stipend: Employee will receive \$15.00 a month cellphone stipend paid out quarterly to the employee.

Mileage Reimbursement: per the IRS annual rate.

Holiday Time: 13 paid holidays.

Sick Time: Employee earns 8 hours of sick time per month.

Vacation Time: Vacation time is earned per pay period.

- 1 full year of employment – 80 hours earned vacation time (2 weeks).
- 5 full years of employment – 120 hours earned vacation time (3 weeks).
- 10 full years of employment – 160 hours earned vacation time (4 weeks).
- 20 or more full years of employment – 200 hours earned vacation time (5 weeks).