



2020 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 Bath Housing.

Benefits	Benefit Description:
Medical – Health Insurance	Employer pays 85% employee coverage and 50% of the additional cost to cover children
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	Employer pays 85% employee coverage and 50% of the additional cost to cover children
Vision Insurance	Employer pays 85% employee coverage and 50% of the additional cost to cover children
Employer-provided Basic Life	Employer pays 85% employee coverage and 50% of the additional cost to cover children
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	Organizational membership to the Bath Area Family YMCA for use by employees, annual dinner with the board of directors, annual employee summer picnic/winter holiday party, 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.