



2022 Benefit Summary

We are pleased to provide you with this benefit summary. Employee benefits contribute greatly to your annual overall compensation and to your personal well-being. Bath Housing is committed to providing a benefit package that is competitive and progressive within our industry and our community. We appreciate your service and dedication to Bath Housing. EE is employee and ER is employer.

| Benefits | Benefit Description |
|---------------------------------|---|
| Medical – Health Insurance | Employer pays 100% 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 |
| 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 100% employee coverage and 50% of the additional cost to cover dependents |
| Vision Insurance | Employer pays 100% employee coverage and 50% of the additional cost to cover dependents |
| Employer-provided Basic Life | Employer provides 100% employee coverage at 1 x annual wages/salary. |
| Retirement (457B/401A) | Employer match of 3.5% /5% after 10 years of service; this will increase to 6%/7.5% with no match during 2022 with conversion to new plan. |
| 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 |
| Longevity Bonus | Annual \$500 bonus for employees after five years of continuous service; annual \$1,000 bonus for employees after ten years of continuous service. |
| 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; up to two weeks cash out allowed per year with restrictions. Employees can carry over up to 20 days each calendar year. |
| Wellness Stipend | Annual allowance toward employee wellness activities – Currently \$600.00 |
| Safety Boots/Clothing Allowance | Annual \$150 allowance towards compliant footwear and \$150 for agency attire for qualifying positions; one-time \$150 allowance for winter compliant footwear with lifetime guarantee |
| 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 | 14 paid holidays annually including two floating holidays |
| 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 (\$35 stipend or phone for positions in the field and \$15 stipend for admin 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 employees, employee summer picnic/winter holiday party, luncheons, Verizon Wireless discount, Sherwin Williams special pricing, M.W. Sewall special pricing, use of agency dumpsters for large or unique disposal situations; other special offers (ie Bumper Crop farmers market coupons) |

Please contact your supervisor with any questions or comments about your personal benefits.

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.