



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 (\$25 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.