



2026 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.*

Insurance Benefits	Benefit Description
Medical – Health Insurance	Employer pays 95% employee coverage and 50% of the additional cost to cover uncovered spouse/domestic partner and dependents; \$300/month opt-out payment for employees with other 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.
Income Protection Plan	40%/55%/70% Income Protection Plans available for employees to buy through payroll deduction.
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).
Maine Paid Family and Medical Leave	Effective May 1, 2026. Bath Housing pays EE share.
Flexible Spending Account	Medical and dependent care accounts available.
Other	Workers compensation, social security insurance, unemployment compensation insurance
Retirement Benefits	Benefit Description
Retirement (457B/401A)	Employer contributes 6% (7.5% for employees with 10+ years of service) with no match requirement. Effective for new employees as of 1/1/2026, ER contributions begin after six months and fully vest after three years.
Paid Time Off	Benefit Description
Earned Benefit Time	Earned Benefit Time (combined sick and vacation time) 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 four floating holidays)
Family Medical Leave	Family medical leave protections and up to two weeks of paid leave (until May 1, 2026)
Paid Volunteer Time	4 hours of annual paid volunteer time
Personal Growth Leave	Two weeks of paid leave for long-tenured employees
Wellness & Other Benefits	Benefit Description
YMCA Membership	Use of Corporate YMCA Membership for Bath Family YMCA
Wellness Stipend	Annual allowance toward employee wellness activities – currently \$600 (taxable by law)
Agency Cell Phone	Agency paid cell phone or \$25 stipend for qualifying positions
Safety Boots/Clothing Allowance	Qualifying positions receive annual \$200 footwear allowance, \$200 periodic allowance for waterproof footwear, and \$150 annually for agency attire
Call Out Pay	2 hour minimum reimbursed at time and a half. On-call stipend is \$250/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	Corporate discounts, use of agency dumpsters for unique disposal situations, etc
Civic Jury Duty	Employee wage protection for up to 2 weeks
Longevity Bonus	Annual \$500 bonus after 5 years of continuous service; annual \$1,000 bonus after 10 years of continuous service.

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.