

PART TIME STAFF BENEFITS 7/1/18

Regular Scheduled 20+ Hours per Week

- Holidays: Paid on a pro-rated basis **IF** the holiday falls on a day the employee is regularly scheduled to work.
- Vacation: Paid on a pro-rated basis based on the personnel policy.*
0 to 4 years of service: 2 average workweeks
4 to 11 years of service: 3 average workweeks
11 + years of service: 4 average workweeks
- Sick: Accrued on a pro-rated basis, **capped at 120 hours.***
- Rest Period & Meal Breaks:
As required by law (30 minute break after 6 hours/work)
- Retirement: Maine State Retirement (Subject to change 7/1/19) – **EE Contribution 8%**
FY 2018 - ER 9.6% FY 2019 – ER 10%

457B Eligible – **Up to 6.5% match if not enrolled in Maine State**
- Dental and Vision coverage offered through the Maine Health Trust – Employee Cost
- Life Ins: None
Income Prot: None
Medical Ins: None
- Colonial Ins: Supplemental Coverage Options through Outside Vendor 100% Employee Cost
- Flexible Spending Benefit:
Pre-Tax Deduction Option for Medical Costs and/or Qualifying Dependent Care
- Safety Footwear/Boot Allowance:
Public Works/Transfer Station – OSHA Steel Toe (Highway Crew must have 6” top boots)
Employee is eligible for \$100 annual allowance at employment but is responsible to reimburse the Town 50% of the cost of the boots up to \$100 if they do not remain employed in an eligible position for the entire six (6) month probationary period.

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Part Time Employees Less Than 20 Hours Per Week/Reserve/Seasonal

- Holidays: none
Vacation: none
Sick time: none
Life Ins.: none
Income Prot: none
Retirement: none
Rest breaks: As required by law
Safety Footwear/Boot Allowance:
Public Works/Transfer Station – OSHA Steel Toe (Highway Crew must have 6” top boots)
Employee is eligible for \$100 bi-annual allowance at employment but is responsible to reimburse the Town 50% of the cost of the boots up to \$100 if they do not remain employed in an eligible position for the entire six (6) month probationary period.