

BENEFIT SUMMARY: SEASONAL EMPLOYEE

| BENEFIT | ELIGIBILITY | COVERAGE | COST |
|---|--|---|-----------------------------------|
| End-of-Season Bonus | Upon completion of the season | \$1 per hour end-of-season bonus for successfully completing the last day of the season | |
| <u>Employee Assistance Program (EAP)</u> | Upon hire | <p>Employees and immediate family members have free and confidential access to:</p> <p>local mental health professionals for three counseling sessions per incident per year</p> <p>financial advice with certified financial planners twice a year</p> <p>legal advice twice a year in 30 minute consultations with an attorney plus a 20% discount if the attorney is retained</p> | No cost |
| <u>Voluntary Life Insurance</u> | Upon hire or during annual open enrollment | Through PERA, employees may purchase group, decreasing-term life insurance. Employees may purchase this insurance without evidence of good health upon hire or during the open enrollment period, or at other times with evidence of good health. | \$7.75 per month per unit |
| Jury Duty | Upon hire | Town pays full salary | |
| Employee Shuttles | Upon hire | The town provides transportation to/from work for employees who work similar shifts and who commute in similar directions from the same general route. | Payroll deduction of \$2 per ride |
| Fitness Room | Upon hire | Employees are welcome to utilize the fitness rooms located in Town Hall and on the second floor of the Fire Station at no cost. The fitness rooms offer a wide range of equipment including treadmills, stationary bikes, and stair steppers and free-weights for strength training. | No cost |
| Holiday Pay | Upon hire | Non-exempt employees receive time and one half for hours worked on designated official holiday pay dates: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. | |
| <u>Public Employee's Retirement Association (PERA)</u> | Upon hire | <p>All employees contribute the required 8% (in lieu of social security) and the town contributes 13.7%. PERA contributions are tax-deferred and interest will always be returned to you.</p> <p><u>Survivor benefits:</u> in the event of your death before retirement, PERA provides benefits to your qualified survivors or a lump sum payment to your named beneficiary(ies).</p> <p><u>Disability:</u> Vested PERA members (five or more years of earned service credit) are provided with a two-tier Disability Program consisting of short-term disability (STD) insurance and a disability retirement benefit. Members are not charged a premium.</p> | |
| Season Ski Pass | Winter season only | Employees that work more than 20 hours/week are eligible season ski pass. | Taxable benefit |