

**BENEFIT SUMMARY: SEASONAL EMPLOYEE**
**2019**

BENEFIT	ELIGIBILITY	COVERAGE	COST
<b>End-of-Season Bonus</b>	Upon completion of the season	\$1 per hour end-of-season bonus for successfully completing the last day of the season	
<a href="#">Employee Assistance Program (EAP)</a>	Upon hire	Employees and immediate family members have free and confidential access to: local mental health professionals for three counseling sessions per incident per year financial advice with certified financial planners twice a year legal advice twice a year in 30 minute consultations with an attorney plus a 20% discount if the attorney is retained	No cost
<a href="#">Voluntary Life Insurance</a>	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
<b>Jury Duty</b>	Upon hire	Town pays full salary	
<a href="#">Commuter Shuttles</a>	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
<b>Fitness Room</b>	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 treadmill, stationary bike, and free-weights for strength training.	No cost
<b>Holiday Pay</b>	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.	
<a href="#">Public Employee's Retirement Association (PERA)</a>	Upon hire	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. <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). <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.	
<b>Season Ski Pass</b>	Winter season only	Employees that work more than 20 hours/week are eligible for ski pass.	This is a taxable benefit