

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 for a merchant ski pass.	This is a taxable benefit