



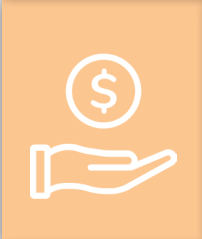
EMPLOYEE BENEFITS

Premium Benefits Unique to the Township



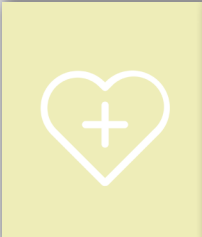
Health Insurance

Cigna PPO
Low Employee Premiums: Single \$50 per pay/Family \$100 per pay.
Annual Deductibles: \$2,000 Single/\$4,000 Family.
Opt Out: \$3,000 Single/\$6,000 Family.



Health Savings Account

The Township makes lump sum contribution of \$1,500 for Single Employee and \$3,000 for Family Coverage, prorated based on date of hire. Must be enrolled in Health Insurance to qualify.



Additional Health Benefits

The Township offers dental insurance, vision coverage, Employee Assistance Program, and Telehealth benefit options at no additional cost.



Retiree Health Savings Plans

HRA—Mandatory Employee Contribution 3% of gross wages.
Township Annual Contribution:

0-5 years	5-15 years	15+ years
\$3,000	\$4,500	\$6,000

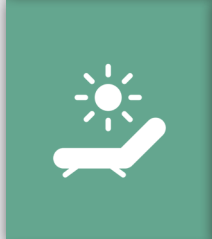
Defined Contribution Retirement Plan (401a)
Township Annual Contribution: 10%
Both: Cliff Vesting Schedule

3 years	5 years	7 years
25%	50%	100%



Compressed Work Week

Township offices are closed on Fridays, therefore employees enjoy a four-day work week. The compressed work week hours are Monday through Thursday, 7 am–5:30 pm.



Immediate Paid Time Off Bank

Vacation Vesting Schedule:

Vesting Schedule of Earned Bi-Weekly Vacation				
1-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21+ yrs
3.65	5.54	7.08	8.62	9.23

Holidays: 7 (70 hours)
Floating Holidays: 34 hours, prorated based on date of hire.
Sick: 4 hours earned bi-weekly (13 days); can use 3/yr as personal.
Immediate accrual of all (after first pay).



Disability & Life Insurance

Short Term Disability Insurance.
Long Term Disability Insurance.
Life Insurance for \$50,000 for employee and \$10,000 for spouse.
Accidental Death and Dismemberment Insurance of \$25,000.



Perks & Bonuses

Wellness Rewards (up to \$150) • Equipment Bonus (\$600)
• One-time Lasik surgery reimbursement (\$500) • UNUM Voluntary Term Life Insurance • Deferred Compensation Plan (457)/employee contribution only • College Savings Plan (529)

Benefits outline as of February 2024 printing. Benefits apply to most full-time employees. Some exceptions by department apply. Refer to Employee Handbook and Department Head for specific details.