

2023 Benefits Survey Tolland as of 9/1/23

<u>NU/Union</u>	<u>VACATION TIME</u> <u>Years of</u> <u>Service</u>	<u>Number</u> <u>of Days</u>	<u>Carryover</u> <u>Days</u>	<u>Pay for</u> <u>Unused</u> <u>Vac. Time</u>	<u>Sick Day</u> <u>Accrual</u>	<u>Maximum</u> <u>Accrual</u>	<u>Sick Day</u> <u>Payout</u>	<u>Health Plan</u> <u>Type</u>	<u>Health Plan</u> <u>Total Cost</u> <u>w dental + vis</u>	<u>% of Health Ins</u> <u>Premium Pd</u> <u>by Employee</u>	<u>Long-Term</u> <u>Disability</u>	<u>Life</u> <u>Insurance</u>	<u>Retirement</u> <u>Life/Health</u>	<u>Defined</u> <u>Contribution</u> <u>Plan</u>	<u>Years Req.</u> <u>for Vesting</u>	<u># of Paid</u> <u>Holidays</u>
Town Non-Union	1 to 4 years 5 to 9 years 10 to 20 years 20 to 24 years 25 years	10 to 14 Days 15 to 19 Days 20 Days 20 to 24 Days 25 Days	10 days/yr Max	100% at res- ignation/retire- ment	15 days/yr	180 days	\$10 for each day accrued up to 180	HDHP with H S A; 70% deduct paid by Town \$1,500 or \$3,000	s- \$11,554 two- \$21,184 F- \$29,997	18.5% 16.5% if join Wellness Prog.	66% after 180 days	2.5 times salary	Life - 50% full employee amt health - 50% + w/20 yrs of svce Coverages end at age 70 1/2	employer 6% employee 2.5%	5 years	13 days several not recognized per 4-day workweek proposal
Town Fire Union	After 1 year After 5 years After 10 years	10 Days 15 Days 20 Days	5 days/yr Max	100% at res- ignation/retire- ment	15 days/yr	180 days	\$10 for each day accrued up to 180	HDHP with H S A; 45% deduct paid by Town \$1,500 or \$3,000	s- \$11,554 two- \$21,184 F- \$29,997	21% 19% if join Wellness Prog.	None	2.5 times salary	None	employer 6% employee 2.5%	5 years	13 days
Town CSEA Union	1 to 4 years 5 to 9 years 10 years	10 Days 15 Days 20 Days	5 days/yr Max 10 days if 10 yr service	100% at res- ignation/retire- ment	15 days/yr	180 days	\$10 for each day accrued up to 180	HDHP with H S A; 55% deduct paid by Town \$1,500 or \$3,000	s- \$11,554 two- \$21,184 F- \$29,997	19.5% 17.5% if join Wellness Prog.	None	2.5 times salary	None	employer 6% employee 2.5%	5 years	13 days several not recognized per 4-day workweek proposal
Town Teamster Union	1 to 4 years 5 to 9 years 10 years +	10 Days 15 Days 20 Days	5 days/yr Max	100% at res- ignation/retire- ment	15 days/yr	180 days	\$10 for each day accrued up to 180	Teamster Health Plan	\$19,947 per employee	None	None	2.5 times salary	None	employer 6% employee 2.5%	5 years	13 days