

Town-Paid Benefits

Paid Time Off (PTO)

Our PTO benefit combines vacation, sick, and bereavement leave into one policy and begins accruing your first day of work.

Accrual Rates

0-4 Years of Service = 23 days (7.08 hours per pay period)

5-9 Years of Service = 26 days (8 hours per pay period)

10-14 Years of Service = 30 days (9.23 hours per pay period)

15 + Years of Service = 32 days (9.85 hours per pay period)

Short/Long-Term Disability

In cases of accident or illness, this benefit (paid by the Town) provides 60% of an employee's annual pay after a seven day waiting period.

Holiday Pay

New Year's Day

MLK Day

Presidents' Day

Good Friday

Memorial Day

Juneteenth

Independence Day

Labor Day

Veterans' Day

Thanksgiving (Thursday & Friday)

Christmas Eve

Christmas Day

Employee Assistance Program

This program, paid for by the Town, offers many quality services such as confidential personal, financial, and legal counseling, help with finding child and elder care, and a vast library of tools and articles to aid in personal and professional development.

Basic Group Life Insurance

The Town provides basic life insurance amounting to 1 x their annual salary (\$50,000 minimum) for Employee, \$10,000 for Spouse, and \$5,000 for Child.

Additionally, in the event of an employee's death, the Town of Smyrna will give the survived spouse or minor children's guardian one month's pay at the employee's regular rate of pay.

Educational Reimbursement

After 6 months, employees are eligible to receive up to \$5000 per fiscal year towards the tuition of an applicable Associate's, Bachelor's, or Master's degree. Reimbursement is based upon the final course grade.

Paid Family Leave

Full-time employees who are eligible for coverage under FMLA may be granted up to 6 weeks of paid leave for the following:

- Birth or adoption of a child in order to care for the child
- Care for employee's spouse, son, daughter, or parent with a serious health condition

Employee-Paid Benefits

Medical, Vision, & Dental Insurance

The Town of Smyrna offers a generous employee insurance package. As a self-insured organization, much care is placed into keeping premiums affordable and costs low. Employees have the option choosing the HSA (Health Savings Account) plan or the OAP (Open Access Plus) plan. Regardless of the route you choose, the vision and dental benefits are the same.

HSA

<p>HSA Premiums Single: \$15.24 Family: \$104.93</p> <p>Town Contribution Single: \$1,900 Family: \$3,600</p> <p>Deductible: Single: \$3,200 Family: \$6,400</p>	<p>HSA Pharmacy Costs Medication costs may vary as the amount paid by the employee is a negotiated rate. Factors that can affect the cost of medication include pharmacy location, type (generic/preferred brand).</p> <p>Office Visits Employee pays negotiated rate which can range from \$30-\$100 on average.</p>
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OAP

<p>OAP Premiums Single: \$19.43 Family: \$133.50</p> <p>Co-Insurance In-Network 80/20 Out of Network 60/40</p>	<p>Deductible Single: \$300 Family: \$600</p>
<p>OAP Pharmacy Costs Generic \$5 copay Preferred \$20 copay Non-Preferred \$40 copay</p>	<p>Office Visits \$25 copay</p>

Additional Voluntary Insurance

In addition to what is provided by the Town of Smyrna, employees may choose to purchase additional Life Insurance, Accidental, and Cancer Insurance.

Retirement

The Town of Smyrna encourages employees to plan for their retirement and offers a matching benefit to encourage healthy planning.

- Employees are eligible after 6 months of service
- Employees will be fully vested after 5 years (earning 20% each fiscal year)
- 401A – The Town of Smyrna contributes 3% of employee’s annual pay
- 457B – The Town matches half of what is contributed by the employee up to 4% (8% employee contribution)

Wellness Opportunities

The Town of Smyrna offers multiple wellness opportunities to promote living a healthy lifestyle.

- On-site Premise Health Clinic
- Golf Course employee discounts
- Free On-site fitness center with strength conditioning and cardio equipment
- Free group fitness classes, personal training and incentivized wellness programs
- Financial wellness platform via Brightplan is free to all employees.