

Town of Abita Springs 2018 Benefits Summary

Benefits for your health and protection

Medical Insurance

The Town offers medical insurance through Blue Cross Blue Shield of Louisiana. The plan is a HMO and coverage is available for the employee and spouse/dependents. The Town pays the premium for the employee. Each employee shall contribute \$100.00 per month for the coverage of their spouse or 10% of the costs of such whichever amount is greater. Each employee shall contribute \$150.00 per month for the coverage of their family or 10% of the costs of such coverage whichever amount is greater. There is a \$100.00 surcharge per month for spouse/family coverage which could otherwise be obtained from the employer of the spouse of the Town employee. Pediatric dental and vision coverage for children under 10 years of age is included in the medical plan at no cost to the employee.

Vision Insurance

Vision insurance is offered through Blue Cross Blue Shield of Louisiana. The plan provides coverage for eye exams, eye glasses and contact lenses. The Town covers the cost for the employee. The employee pays the total cost for spouse and dependent/family coverage if elected.

Dental Insurance

Dental insurance is offered through Blue Cross Blue Shield of Louisiana (Blue Dental). The plan provides annual preventive care, exams, x-rays and cleanings, with no co-pay. A large network of dental providers is available for services. The Town covers the cost for the employee. The employee pays the total cost for spouse and dependent/family coverage if elected.

Long-term Disability

Long term disability coverage is provided at no cost to employees through Metropolitan Life. If an employee becomes disabled and cannot work for more than 90 consecutive days, long-term benefits are available. Benefits depend on the nature of the employee's disability and salary.

Supplemental Insurance

Additional benefit plans are offered through Colonial Life to employees such as Short-Term Disability, Accident, Cancer or Critical Illness, Legal and Identity Protection and others. The employee pays 100% of the premium based on the coverage selected.

Benefits to help you invest in your future

Municipal Employees' Retirement System (MERS)

Employees are required to participate in MERS which provides financial contributions toward retirement. Employees contribute 9.50% of their salary and the Town contributes 26% to the fund. Retirement eligibility is based upon age and years of service.

Life Insurance

Term Life Insurance is provided through Southern National Life Insurance Company. Each full-time employee receives \$50,000 term life coverage at no cost.

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Benefits that help you balance your work and life

Vacation

Time away from work to relax and pursue personal interests is important to everyone. Full-time employees earn vacation leave at the rate of one week (5 days) per year after the first year of employment on the employment anniversary date. Maximum earned is 25 days.

Holidays

Full-time employees receive 16 paid holidays. The holiday calendar is published at the beginning of each calendar year.

Sick Leave

Full-time employees who are unable to perform their job due to illness/injury are eligible for sick leave earned at the rate of one day per month to a maximum of ten days in a calendar year. Sick leave benefits are intended to provide income protection in the event of illness/injury and can be carried over from one year to the next, with no maximum cap on accrual of sick days.

Personal Leave

Full-time employees receive 2 paid personal days off to use for personal business.

Your Pay and Rewards

Base Salary and Wage Reviews

Employees receive a base salary which is reviewed every year on the employment anniversary date in conjunction with a formal performance evaluation. Wage increases are given based on merit with consideration for overall performance, results, and attendance.

Employee of the Quarter

An Employee of the Quarter Award is presented by the Mayor as recognition of a job well done. The employee is recognized publicly at the Town Council meeting and through other Town communications.

Lagniappe

Wellness Program – Well-Ahead

Employees have the option of participating in The Town's Well-Ahead program, a state-wide initiative of the Louisiana Department of Health. This program promotes and recognizes smart, healthy choices in the home and workplace. Those who participate enjoy fun and educational activities at work to promote good health.

Town Events

Employees of The Town are "good will ambassadors" and are involved in many of the Town's civic activities. These fun events, such as the Halloween Block Party, Water Festival and Abita Opry just to name a few, are encouraged, rewarding and add value to being a Town employee.