

TOWN OF KENNEBUNK



FULL-TIME EMPLOYEE BENEFITS – Effective January 1, 2023

HEALTH INSURANCE & HEALTH REIMBURSEMENT ARRANGEMENT:

Health Insurance – An Anthem, PPO 500 plan, offered through Maine Municipal Employees Health Trust. Currently, the Town pays 82% and the employee pays 18% of the total premium. The effective date of coverage is the first of the month after date of hire. Prescription coverage is included in the plan. Premiums can be deducted pre-tax. See MMEHT website for more information. <https://www.mmeht.org/medical-plans/>

Employee weekly premium (52 weeks) – Single: \$46.47; Employee & Child(ren): \$75.83; Employee & Spouse/Domestic Partner or Family: \$104.25

Health Reimbursement Arrangement (HRA) – Offered through Group Dynamic (GDI). Employees and any dependents are automatically enrolled in the HRA when enrolled in health insurance. The HRA reimburses employees and their dependents for the deductible and coinsurance amounts of the PPO 500 health insurance plan. See Group Dynamic website for more information. <https://www.gdynamic.com/participants/information/hra>

Health Insurance Buy Out – The Town currently pays 30% of the annual health insurance premium to eligible employees who opt out of the Town’s health insurance. The calculation is based on the employee’s current level of health coverage (single, family etc.). Eligible employees receive payment twice per year, the first payment in June for the six (6) month period of December 1st to May 31st, the second payment in December for the six (6) month period of June 1st to November 30th. Employees MUST provide a Verification of Coverage upon hire and annually to receive the buy out.

DENTAL INSURANCE:

Dental Insurance – A Delta Dental Plan, offered through Maine Municipal Employees Health Trust. Current premiums are paid 50% by the Town and 50% by the Employee. The effective date of coverage is first of the month after date of hire. See MMEHT website for more information. <https://www.mmeht.org/other-benefits/dental-insurance/>

Employee weekly premium (48 weeks) – Single: \$5.47; Employee & Spouse/Domestic Partner: \$9.45; Employee & Child(ren) or Family: \$18.03

VISION INSURANCE:

Vision Insurance – A VSP Plan, offered through Maine Municipal Employees Health Trust. Current premiums are paid 50% by the Town and 50% by the Employee. The effective date of coverage is first of the month after date of hire. See MMEHT website for more information. <https://www.mmeht.org/other-benefits/vision-and-hearing/>

Employee weekly premium (48 weeks) – Single: \$0.70; Employee & Spouse/Domestic Partner: \$1.39; Employee w/ Child(ren): \$1.49; Family: \$2.39

LIFE INSURANCE OPTIONS:

- (1) **MMEHT Life Insurance** – Coverage through The Standard Insurance Company, offered through Maine Municipal Employees Health Trust. The amount of life insurance is equal to your annual salary, rounded up to the nearest thousand. Supplemental and Dependent life insurance coverage is also available. See MMEHT website for more information. <https://www.mmeht.org/other-benefits/life-insurance/>

***Cost Example (48 weeks)-**

Based on an annual starting salary of \$45,250 :

One unit of life insurance is the annual salary rounded to the highest \$1,000, or \$46,000 .

One basic unit of life insurance is at no cost to the employee.

One supplemental unit of life insurance will be \$3.45 per week.

Two supplemental units of life insurance will be \$6.90 per week.

Three supplemental units of life insurance will be \$10.35 per week.

**Cost per week will increase if salary level increases.*

Plan A Dependent coverage weekly premium (48 weeks) – \$0.38

Plan B Dependent coverage weekly premium (48 weeks) – \$0.80

- (2) **MainePERS Group Life Insurance** – Coverage through The Hartford Insurance Company, offered through Maine Public Employees Retirement System. The amount of life insurance is equal to your annual salary, rounded up to the nearest thousand. Supplemental and Dependent life insurance coverage is also available. See MainePERS website for more information. <https://www.mainebers.org/employers/group-life-insurance/group-life-insurance-premium-calculator/>

Cost Example: (48 weeks, cost per week will increase if salary level increases and age range is considered.

For this example, the Age Range is 0-34)

Based on an annual starting salary of \$45,250 :

One unit of life insurance is the annual salary rounded to the highest \$1,000, or \$46,000 .

One basic unit of life insurance will be \$5.52 per week.

One supplemental unit of life insurance will be \$5.98 per week.

Two supplemental units of life insurance will be \$6.44 per week.

Three supplemental units of life insurance will be \$6.90 per week.

Plan A Dependent coverage weekly premium (48 weeks) – \$0.48

Plan B Dependent coverage weekly premium (48 weeks) – \$0.85

NOTE: Employees who do not elect to enroll in life insurance when first offered at time of hire will need to satisfy Evidence of Insurability (EOI) determined by an insurance underwriter. An EOI is also required if an employee wishes, at a future date, to increase level of coverage elected when the benefit was first offered.

INCOME PROTECTION:

Income Protection – Coverage through Unum Insurance, offered through Maine Municipal Employees Health Trust. This benefit provides short-term disability coverage (up to one year) for employees who are unable to work due to a non-job related accident, injury, or illness. Benefits are paid regardless of any sick leave or other disability income the employee may receive. Choices are 40%, 55%, or 70% of salary. See MMEHT website for more information. <https://www.mmeht.org/other-benefits/income-protection-plan/>

***Cost Example (48 weeks)-**

Based on an annual starting salary of \$45,250 :

70% coverage will be \$14.12 per week.

55% coverage will be \$11.10 per week.

40% coverage will be \$8.07 per week.

***Cost per week will increase if salary level increases.**

Note: Employees who do not elect to enroll in income protection when first offered at time of hire will need to satisfy Evidence of Insurability (EOI) determined by an insurance underwriter. An EOI is also required if an employee wishes, at a future date, to increase their level of coverage elected when the benefit was first offered.

FLEXIBLE SPENDING ACCOUNT (FSA):

Health FSA – FSA accounts are offered through Group Dynamic (GDI). You decide how much money to contribute pre-tax each year to pay for eligible expenses such as deductibles, copays, prescriptions, and more. The maximum annual election amount for the health FSA is \$3,050 for 2023.

Dependent Care FSA – You decide how much money to contribute pre-tax each year to pay for eligible expenses related to caring for a child under the age of 13 or dependents who are unable to care for themselves. Eligible expenses include day care, before/after school programs, adult dependent care, etc. The maximum annual election amount for the Dependent Care FSA is \$5,000 for 2023.

The Town offers a 90-day run out period for claims from the previous year, and allows unused funds to be rolled over into the next plan year. See GDI's website for more information.

<https://www.gdynamic.com/participants/information/fsa>

RETIREMENT OPTIONS:

Two Main Retirement Plan Options –

- (1) MissionSquare (Previously ICMA-RC) 401a Plan:** Employee's contribution is 7.5% of base wages only (no overtime) and the Town matches 7.5% of the employee's contribution. Employee selects where contributions are invested (defined contribution plan). Employee's contribution is pre-tax for federal and state taxes. Taxes are paid when withdrawing contributions. Employee is vested after 3 continuous years of employment. Employee must enroll within 60 calendar days from their date of hire. Contributions shall begin on the first of the month following the end of the election period. An employee remains a member in the plan until separation from employment. See MissionSquare's website for more information. [https://www.missionsq.org/products-and-services/401\(a\)-defined-contribution-plans.html](https://www.missionsq.org/products-and-services/401(a)-defined-contribution-plans.html)

- (2) MainePERS** – This is a defined benefit plan. Employees are vested after 5 years in MainePERS and are eligible for a retirement benefit at appropriate retirement age. Police and Fire Rescue employees are part of **Plan 1C** (20 years of service, 50% of AFC* plus 2% of AFC* for each year of service beyond 20 years); all other retirement eligible employees are part of **Plan AC** (Age 65 or 25 years of service, 2% of AFC* for each year of service). *AFC=Average Final Compensation. Contribution rates for each plan are set annually by MainePERS. Employee's contribution is pre-tax for federal taxes (taxes are to be paid when withdrawing contributions). Employees may only join MainePERS at time of hire, and contributions must begin with their first pay check. Employees who join MainePERS are NOT eligible to withdraw their contributions or stop participating unless they terminate employment. See MainePERS website for more information. <https://www.mainePers.org/>

Supplemental Retirement Plan Option –

MissionSquare (Previously ICMA-RC) 457 Plan: An employee enrolled in the 401a Plan or MainePERS may also choose to enroll in the 457 Plan. Employee decides the \$ or % contribution amount and selects where the contributions are invested. The Town does not provide a match to contributions. Employee's contribution is pre-tax for federal and state taxes. Employees can join anytime. See MissionSquare's website for more information. [https://www.missionsq.org/products-and-services/457\(b\)-deferred-compensation-plans.html](https://www.missionsq.org/products-and-services/457(b)-deferred-compensation-plans.html)

OTHER BENEFITS:

- [AFLAC Insurance](#)
- [New York Life Insurance](#)
- [Employee Assistance Program](#)
- [Retiree Health Insurance Subsidy](#)
(Police & Fire Only)
- **13 Paid Holidays**
- **Earned Paid Leave**
- **Paid Sick & Vacation Time**
- **Personal Days & Floating Holiday**
- **Wellness Offerings**

This is a brief explanation of the benefits offered and is not intended to be a comprehensive and detailed summary or description. More information will be provided during new employee orientation. Please see HR if additional information is needed or when wishing to update/change any benefit. You must notify HR of a change of address, adding/deleting a spouse or child/children through marriage, divorce, etc.