

PUBLIC WORKS DIRECTOR
Other Information Pertinent to the Position

This is summary information only. The Gloucester Employee Handbook is the official policy.

I. Budgeted Salary

Fiscal Year 2008 - \$64,890.00

Fiscal Year 2009 - \$66,837.00

Actual salary to be paid to be determined by Town Council.

II. Benefits-General

Health Insurance

Group Life Insurance

Delta Dental III

Retirement (Pension)-through Employees Retirement System of Rhode Island

Holidays

Two Personal Days

III. Sick Leave

Full-time employees accumulate sick leave (15 days annually) except that an employee who is terminated during the probationary period is not entitled to sick leave. Other restrictions/limits apply.

IV. Annual Leave

Full time employees accrue annual leave on the basis of years of continuous service with the Town of Gloucester. The rate of accumulation is as follows:

After# of years <u>completed</u>	#days granted <u>per year</u>	Begin to <u>accrue on</u>
1	10	hire date
5	15	5 th anniv
10	20	10 th anniv

Years of service are computed from the Date of Hire. Employees begin to accrue leave upon hire. However, no employee may use vacation time during the probationary period.

V. Employee Contributions

Retirement (Pension)

Seven percent (7%) of gross base salary is deducted from the employee's bi-weekly paycheck for retirement.

Health Insurance

The Town provides regular full time employees with one of the following health care plans ~ individual or family benefits depending upon family status.

- Healthmate Coast to Coast
- Blue Chip

The employee contributes towards the Town's cost of health insurance \$520 per year (\$10 per week/\$20 bi-weekly) for family coverage or \$260 per year (\$5 per week/\$10 bi-weekly) for individual coverage.

If an employee who is entitled to benefits above is insured with comparable benefits elsewhere, he/she may elect to waive benefits. An employee who is eligible will be paid 50% of the net cost of the premium (premium minus the employee co-pay) to the Town on a bi-weekly basis.

Employees who work until age 62 and who retire with the municipal employees retirement plan are eligible for paid individual health insurance coverage until they are eligible for Medicare, or until age 65, whichever occurs first. Health benefits for retirees cease at age 65.

VI. RITDI

1.3% of gross salary will be deducted for Rhode Island Temporary Disability Insurance (RITDI).

VII. Town Vehicle

Town vehicle provided for Town business purposes.