



STAFF REPORT

Meeting Date: August 4, 2014

Agenda Item #: 8d

TO: Mayor and Town Council
FROM: Susan Parker, Town Administrator
TITLE: New Hire Benefits Recommendation
ATTACH: Brunswick County Municipal Benefits Chart

Summary: On May 28, 2014, Town Council directed staff to review current paid employee benefits and make a recommendation for new hire benefits. Staff reviewed of our current benefits package and our neighboring communities' benefits packages. In an attempt to reduce costs and retain our competitiveness in the labor market, I propose the following adjustments.

CURRENT	PROPOSED
Health Insurance – Town participates in the State Health Plan with Blue Cross/Blue Shield. Town pays 100% for employee and 50% for Family. Town participation is irrevocable.	Health Insurance – Town pay 100% for employee and 50% for family. Recommend: Employee pays any additional medical surcharge for lifestyle choices, i.e. smoking.
Dental, Vision, Short Term Disability and Term Life Insurance -Town pays 100% for employee and a portion for Family.	Dental, Vision, Short Term Disability and Term Life Insurance. Town pays 100% for employee. Recommend: Employee pays 50% for Family Dental and Vision.
State Retirement System – Town and employee mandated to participate. Employee pays 6% and Town pay 12.47%. Town participation is irrevocable.	State Retirement System – No changes allowed.
Voluntarily 401K Program – The Town offers a 401K Program with a Town match up to 6%.	Voluntarily 401K Program – Recommend: Town offer a voluntarily 401K Program and matches up to 5%.
Bonus/Longevity – Town has offered 1% of gross or \$500.00.	Bonus/Longevity – Recommend: No change at this time. Incorporate as part of the Performance and Merit System policy. (TBD)
Paid Holiday and Vacation Time	Paid Holiday and Vacation Time – Recommend: No change.