

2015 Benefits Survey Tolland as of 7/1/15

NU/Union	VACATION TIME		Carryover Days	Pay for Unused Vac. Time	Sick Day Accrual	Maximum Accrual	Sick Day Payout	Health Plan Type	Health Plan Total Cost w dental + vis	% of Health Ins Premium Pd by Employee	Long-Term Disability	Life Insurance	Retirement Life/Health	Defined Contribution Plan	Years Req. for Vesting	# of Paid Holidays
	Years of Service	Number of Days														
<b>Town Non-Union</b>	1 to 4 years 5 to 9 years 10 to 20 years 20 to 24 years 25 years	10 to 14 Days 15 to 19 Days 20 Days 20 to 24 Days 25 Days	10 days/yr Max	100% at resignation/retirement	15 days/yr	180 days	\$10 for each day accrued up to 180	HDHP with H S A; 75% deduct paid by Town \$1,500 or \$3,000	s- \$8,091 two- \$15,018 F- \$21,001	18% 16% if join Wellness Prog.	66% after 180 days	2.5 times salary	Life - 50% full employee amt health - 50% + w/20 yrs of svce Coverages end at age 70 1/2	employer 6% employee 2.5%	5 years	13 days several not recognized per 4-day workweek proposal
<b>Town Fire Union</b>	After 1 year After 5 years After 10 years	10 Days 15 Days 20 Days	5 days/yr Max	100% at resignation/retirement	15 days/yr	180 days	\$10 for each day accrued up to 180	HDHP with H S A; 45% deduct paid by Town \$1,500 or \$3,000	s- \$8,091 two- \$15,018 F- \$21,001	21% 19% if join Wellness Prog.	None	2.5 times salary	None	employer 6% employee 2.5%	5 years	13 days
<b>Town CSEA Union</b>	1 to 4 years 5 to 9 years 10 years	10 Days 15 Days 20 Days	5 days/yr Max 10 days if 10 years service	100% at resignation/retirement	15 days/yr	180 days	\$10 for each day accrued up to 180	HDHP with H S A; 65% deduct paid by Town \$1,500 or \$3,000	s- \$8,091 two- \$15,018 F- \$21,001	18.5% 16.5% if join Wellness Prog.	None	2.5 times salary	None	employer 6% employee 2.5%	5 years	13 days several not recognized per 4-day workweek proposal
<b>Town Teamster Union</b>	1 to 4 years 5 to 9 years 10 to 14 years 15 years	15 Days 20 Days 25 Days 30 Days	5 days/yr Max	100% at resignation/retirement	15 days/yr	180 days	\$10 for each day accrued up to 180	Teamster Health Plan	\$18,408 per employee	None	None	2.5 times salary	None	employer 6% employee 2.5%	5 years	13 days