

General Benefits Job Announcement Language

Health, Dental, and Vision Benefits

The Town of West Hartford offers comprehensive health and wellness benefits to its full-time employees. This position may be eligible for health insurance coverage through [the State of CT Partnership Plan 2.0](#). New hires in the Police Officers' Association will pay 16% of the fully insured rate.

This position may also be eligible for dental benefits through Delta Dental and vision insurance through United Healthcare.

All insurance rates are paid on a biweekly basis:

Coverage Level	Health (based on 16% contribution)	Dental	Vision
Individual	\$98.99	.25% of base pay	Town-paid (\$0 for employee)
Individual + One	\$209.80	.25% of base pay	Town-paid (\$0 for employee)
Family	\$255.98	.25% of base pay	Town-paid (\$0 for employee)

Retirement

New Town of West Hartford employees shall participate in the Town of West Hartford Pension Plan, Part D, Tier III and contribute 5% of their base pay to the Plan, plus 1% of base pay toward the cost of survivorship benefits.

Employees will also have the option of participating in a voluntary 457 deferred compensation plan. The Town shall match, on a dollar-to-dollar basis, the employee's contribution to the 457 deferred compensation program, up to a maximum of \$750 per calendar year.

Paid Leave

Each employee will receive pay for thirteen (13) holidays annually.

Employees receive up to three (3) personal days per year.

Sick leave with pay shall accrue to the credit of each employee at the rate of one and one quarter (1.25) working days for each full month of service, to a maximum accrual of one hundred fifty (150) working days.

Annual vacation leave with shall accrue as follows:

One (1) but less than four (4) full years of service	5/6 day per month (two weeks total)
Four (4) but less than fourteen (14) full years	1.25 days per month (three weeks total)
Fourteen (14) but less than twenty-four (24) full years	1.66 days per month (four weeks total)
Twenty-four (24) or more full years	2.083 days per month (five weeks)

Upon hire, each employee shall accrue one (1) vacation day for each full calendar month of employment completed as of June 30 of that fiscal year, up to a maximum of ten (10) days.

Other Benefits

This position may be eligible for additional paid and non-paid benefits, including but not limited to whole and term life insurance, short-term disability insurance, accident insurance, critical illness insurance, hospital confinement insurance, tuition reimbursement, an Employee Assistance Program, on-site employee fitness room, and flexible spending plan.

This position may be eligible for a Town-provided group life insurance policy. The coverage will be equal to annual rate of base pay, rounded to the nearest \$1,000, not to exceed the IRS cap.

This position may be eligible for a Town-provided group accidental death and dismemberment benefit equal to \$50,000.

Additional information on these benefits can be found in the [West Hartford Police Officers' Association Collective Bargaining Agreement](#), and by contacting the [Human Resources Department](#).