

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 Public Safety Dispatchers Union will pay 20% of the fully insured rate, not to exceed 6.75% of base pay.

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 20% contribution)	Dental	Vision
Individual	\$123.74	\$16.39	Town-paid (\$0 for employee)
Individual + One	\$262.25	\$47.44	Town-paid (\$0 for employee)
Family	\$319.97	\$57.17	Town-paid (\$0 for employee)

Retirement

New Town of West Hartford employees shall participate in the Town of West Hartford Pension Plan, Part B-1, and contribute 6% of their gross wages to the Plan plus an additional 1% of their gross earnings towards the pension cost of living adjustment.

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 1.7% of the employee's annual base pay.

Paid Leave

Annually, each employee will receive fourteen (14) holidays as days off with pay.

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:

Public Safety Dispatchers Union

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)

*Vacation leave will be prorated for new hires based on the month of hire.

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 of \$60,000.

This position may be eligible for Town-provided long-term disability insurance.

Additional information on these benefits can be found in the [CSEA, Local 2001, SEIU, Public Safety Dispatcher's Unit Collective Bargaining Agreement](#), and by contacting the [Human Resources Department](#).