

## ARTICLE 7. EMPLOYEE BENEFITS

### Definitions Used in This Article

*Full-time Employee.* An employee who is in a position for which an average work week is 40 hours, and continuous employment of at least 12 months is required by the Town.

*Part-time Employee.* An employee who is in a position for which an average work week of at least 20 hours and less than 40 hours and continuous employment of at least 12 months are required by the Town.

*Probationary Employee.* An employee appointed to a full or part-time position who has not yet successfully completed the probationary period.

*Regular Employee.* An employee appointed to a full or part-time position who has successfully completed the probationary period.

*Temporary Employee.* An employee appointed to a position for which either the average work week required by the Town over the course of a year is less than 20 hours, or continuous employment required by the Town is less than 12 months.

### Eligibility

All regular and probationary full-time and part-time employees of the Town are eligible for employee benefits as provided for in this Article which are subject to change at the Town's discretion. Temporary employees are eligible only for workers' compensation and FICA.

### Benefit Programs

#### **Group Health and Hospitalization Insurance**

The Town provides group health and hospitalization insurance programs for full-time and part-time employees.

~~Employees who are scheduled to work 20 hours or more but less than 40 hours per week on a continuous year-round basis may,~~ Employees that work less than 40 hours per week and work at least the minimum hours per week, as required by the Town's medical insurance provider, may, if they so desire, purchase available group health insurance through the Town for themselves or for themselves and qualified dependents. A pro-rated amount of the cost of coverage paid for a full-time employee shall be paid by the Town with the remainder of the cost being paid by the employee. This pro-rated amount shall be based on regularly scheduled hours.