

The City of Gardner is proud to offer a competitive benefits package to supplement our employee compensation package. These benefits are available to those employees who are regularly scheduled to work 20 or more hours per week. Some of these benefits include:

Group Health Insurance: Employees become eligible on their first day of employment. The City offers a choice of plans, including Blue Cross Blue Shield and Harvard Pilgrim, and generous employer premium co-payments.

Group Dental Insurance: Employees become eligible on their first day of employment. The current plan selection is with Blue Cross Blue Shield. The City provides generous employer premium co-payments.

Life Insurance: The City provides 50% of the premium on \$10,000 of term life insurance.

Retirement Plan: After an employee has ten (10) years of creditable service with the City, he/she is guaranteed a vested retirement at normal retirement age.

Time Off Benefits: Paid sick leave, vacation leave, personal days and holidays.

These benefits are further defined either by ordinance or by bargaining unit contracts as applicable to the various City employment positions. New employees will receive information on benefits specific to their position. (Regular part-time employees under 20 hours may be eligible for certain time off benefits.)

Other Benefits: Other non-contributory benefits are available at group rates through the City of Gardner. They include:

- Supplemental Life Insurance
- Short Term Disability Insurance
- Long Term Disability Insurance
- 457 Deferred Compensation Plan
- Accident Disability Insurance
- Cancer Disability Insurance
- Supplemental Dental Insurance
- Group discounts on Auto and Home Insurance products