TOWN OF STETTLER

Prepared by:	Department Heads	Number:	II-2(b)(i)
Adopted by:	Town of Stettler Council	Original Policy:	2000 11 22
		Previous Policy:	2003 01 01
		Current Policy:	2006 01 01 (in house) 2012 05 01 (in house)

Title: **Employee Benefits**

Purpose: To outline the benefit plan offered to full-time permanent employees and the employer/employee split of premiums. A regular part-time employee must work a minimum of 28 hours per week in order to be eligible for the benefit plan.

Policy Statement:

	Split of Premiums	
	Employer	Employee
Alberta Health Care	100%	00%
Extended Health	100%	0%
Group Life Insurance	80%	20%
AD&D	80%	20%
Dental	80%	20%
Long-term Disability	0%	100%

An employee can request a change to the percentages of the required premiums paid by the Town and the employee for Alberta Health Care and Dental Care Insurance to enable the employee to realize savings on tax by reducing the taxable benefit portion. This change in percentages is offered to benefit the employee and will be set at a rate that is cost neutral to the Town. The Town reserves the right, that should the administration of this change in percentages become too arduous, the plans will revert back to the original agreement.