

# **Montauk Library Personnel Policy**

*Revised June, 2021; October, 2022*

## **Health Plan Benefits**

The Montauk Library participates in the NYSHIP Empire Health Insurance Plan. Full-time employees who meet the NYSHIP plan eligibility requirements shall be eligible for this benefit after a successful 30-day probationary period at the Library.

Beginning January 1, 2023, the Library shall pay 100% of the premium for individual coverage if the employee elects individual coverage and 85% of the difference between the premium for individual and family coverage if the employee elects family coverage.

Employees who waive their rights to this benefit shall not be compensated monetarily.

After 15 years of full-time employment with the Library, employees shall be eligible to continue coverage in retirement at the same contribution rates as detailed in this policy provided the employee irrevocably retires from both the New York State and Local Retirement System and the full-time position at the Library.

The Board of Trustees reserves the right, in its sole discretion, to modify the terms of this policy, including, but not limited to, eligibility criteria and contribution percentages of health insurance premium.

## **Dental Plan Benefits**

The Montauk Library participates in the MetLife Dental Plan. Full-time employees who meet the MetLife plan eligibility requirements shall be eligible for this benefit after a successful 30-day probationary period at the Library.

Beginning January 1, 2023, the Library shall pay 100% of the premium for individual coverage if the employee elects individual coverage and 85% of the difference between the premium for individual and family coverage if the employee elects family coverage.

Employees who waive their rights to this benefit shall not be compensated monetarily.

After 15 years of full-time employment with the Library, employees shall be eligible to continue coverage in retirement at the same contribution rates as detailed in this policy provided the employee irrevocably retires from both the New York State and Local Retirement System and the full-time position at the Library.

The Board of Trustees reserves the right, in its sole discretion, to modify the terms of this policy, including, but not limited to, eligibility criteria and contribution percentages of dental insurance premium.