



RM of Loon Lake #561

Policy Type:	Human Resources
Policy Title:	Employee Benefits
Policy Number:	900-03

Authority:	
Council Resolution #	314/20

Employees of the Rural Municipality of Loon Lake No. 561 (RM) are entitled to the following benefits and costs shall be allocated as listed below:

SARM Benefits

Employees may be subject to a 3 month waiting period as per SARM benefit program.

Medical and Dental:

- The RM pays premium for full time employees (minimum 37.5 hours/week).
- The RM will pay percentage of part-time employees. Percentage based on number of hours worked in an average work week divided by potential work week. Office 37.5 hours Public Works 40 hours
- The RM pays premium for full time seasonal employees while they are during months they are employed with the RM.
- The Employees pay for any additional premiums if family coverage is requested.
- Deductions for any premiums not paid by the RM are deducted from pay during employment period for seasonal workers.

Long Term Disability: Employee pays for premiums

Short Term Disability: RM pays premium

Life Insurance: Employee pays premiums

Summer Students and Non-Permanent Casual Employees are not entitled to SARM benefits until their annual salary exceeds \$10,000.

MEPP

Municipal Employees Pension Plan: Rates are set out in the *Municipal Employees Pension Act*. All permanent employees pay the required contributions, with an equal contribution being paid by the RM. All non-permanent employees have the option to contribute to MEPP.

Effective Date/Repeal

This policy will come into effect on January 1, 2021 unless otherwise specified and shall be implemented as outlined in this policy. This policy repeals and replaces all resolutions and any policies pertaining to benefits that have been consolidated into this policy and replaces all past practices. This policy may only be amended or repealed by resolution of Council.