



WHITELAND

Summary of Benefits

Full Time Law Enforcement Officers (FTE)

Plan Period 8/1/2025-7/31/2026

Benefit Category	Benefit	Waiting Period	Town Contribution	Employee Contribution
Public Employee Retirement Fund (PERF) Hybrid Plan	The purpose of PERF is to provide retirement income for the exclusive benefit of eligible employees of participating employers and their designated beneficiaries. Plan benefits are paid from the contributions of participating employers and members plus returns on investment of assets. The PERF Hybrid plan benefit is made of two parts: the defined benefit (DB) and the defined contribution (DC) account	None	11.2% (into pool, not Town employees accounts)	3%
Health Insurance	Carrier - Physicians Health Plan of Indiana Specific plan details will be provided.	following 30 days of employment	85%	15%
Dental Insurance	Carrier - Lincoln Financial Group Specific plan details will be provided.	following 30 days of employment	85%	15%
Vision Insurance	Carrier - Mutual of Omaha. Specific plan details will be provided.	following 30 days of employment	85%	15%
Term Life Insurance - Basic Life & AD & D	Life Insurance - \$50,000 AD & D Insurance - \$50,000	following 30 days of employment		\$0.55 biweekly
Short Term Disability	Weekly Benefit - 50% of your pre-disability earnings to \$1,250 max. Duration - up to 12 weeks. Elimination period - after 7th consecutive day of disability	1st of the month following 30 days of employment	100%	
Long Term Disability	60% of base monthly pay up to a maximum of \$5,000. Duration - up to Social Security Normal Retirement Age. Elimination Period - 90 day(s)	1st of the month following 30 days of employment	100%	
Health Reimbursement Arrangement (HRA)	Carrier - PrimePay \$1250/year - prorated after August 1st of each year	immediate / prorated	100%	
Longevity Pay	For every year of employment you will earn \$100 which will be paid in November.	immediate / prorated	100%	
Family Medical Leave Act (FMLA)	Refer to the employee handbook for details			
COBRA	Carrier - PrimePay			
Employee Assistance Program (EAP)	Carrier - Mutual of Omaha. Specific plan details will be provided.			
IPEP AD & D Coverage	Carrier IPEP - Varies based on covered loss			

Voluntary Benefits		
Securities Benefits 457(b)	Supplemental retirement program for public sector employees	100%
Voluntary Term Life Insurance	Supplemental Life and AD & D Insurance policies are available to employees and their dependents at their expense	100%

Additional Benefits		
Vacation	Refer to the employee handbook regarding accrual	
Sick	Refer to the employee handbook regarding accrual	
Personal	Refer to the employee handbook regarding accrual	
Holidays	Refer to the employee handbook regarding Holidays for Law Enforcement Officers	
Workers Compensation	Any Town employee injured on the job will receive workers' compensation as for loss time of time from work as provided by state law	
Bereavement Leave	Refer to the employee handbook regarding accrual	
Jury Duty	Refer to the employee handbook for details	
Military Service Leave	Refer to the employee handbook for details	
Meal Period and Rest Break	Refer to the employee handbook for details	

*This may not be an all encompassing list. Please reach out to HR for information regarding your specific benefits.