

Benefits Summary 2017-2018

Employee Leave Benefits	Details
Annual Leave (accrued per pay period)	0-4 years of service 15 days per year = 120 hours 5-14 years of service 20 days per year = 160 hours 15+ years of service 25 days per year = 200 hours
Sick Leave (accrued per paid period)	12 days per year = 96 hours
Holiday Leave	11 paid holidays per year
Bereavement Leave	3 days housing authority paid leave. Additional time charged to annual leave.
Jury Duty	Regular pay continued when called for jury duty

Employee Healthcare Benefits	Employee Cost
Medical Benefits Including prescription drug coverage	Employee only \$63.88 per month Employee & Children \$334.12 per month Employee & Spouse \$393.13 per month Employee & Family \$511.17 per month
Dental Benefits	Employee only \$15.80 per month Employee & child(ren) \$32.00 per month Employee & spouse \$36.80 per month Employee & family \$51.60 per month
Vision Benefits	Cost included in dental premium
Short Term Disability	No cost to employee. 60% of salary. \$1,000 per month max
Long Term Disability	No cost to employee. 60% of salary up to \$4,000 salary
Basic Life Insurance/AD&D	No cost to employee. \$20,000 policy

Retirement Benefits	Employee Cost
Retirement Plan with Housing Authority Retirement Trust	Housing Authority contributes 7.5% of employee's basic compensation to the plan. Employee is 100% vested after one year of service. Participate in plan after 6 months service. Employee participation is optional.

Other Benefits	Details
Direct Deposit or Aline Card	Allows for automatic deposit to your account
Flexible Spending Account (Section 125 Cafeteria Plan)	Allows pre-tax deductions for qualified family expenses
Wellness Program	Discounted gym membership
Aflac Benefits	Employee paid supplemental cancer, hospital and accidental injury protection, etc.
Deferred Compensation Plan	Employee paid additional retirement financial option

Note: Waiting periods apply for use of certain benefits.