Benefits Summary

2018-2019

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| 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 |

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| Employee Healthcare Benefits | Employee Cost |
| Medical Benefits  Including prescription drug coverage | Employee only $69.63 per month Employee & Children $364.17 per month Employee & Spouse $428.51 per month Employee & Family $557.18 per month |
| Dental Benefits | Employee only $17.22 per month Employee & Children $34.88 per month Employee & Spouse $40.11 per month Employee & Family $56.24 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 |

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| 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. |

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| 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**.