

## Burleigh County Housing Authority Unofficial Listing of Fringe Benefits

### Annual Leave (Vacation)

<u>Years of Service</u>	<u>Hours per month</u>
0-5	8
6 to 10	10
11 to 15	12
16 over	14

Vacation time has a maximum of 80 hours carry over at the end of the calendar year.

### Sick Leave

Sick Time 8 per month

1040 hours maximum accumulation

25% of sick hours are paid out at employment termination if employed more than 5 years

### Other Leave and Holidays

Funeral Leave up to 24 hrs at discretion of Supervisor

Holidays New Year's Day  
Memorial Day  
July 4th  
Labor Day  
Thanksgiving Day  
Christmas Day

Floating Holidays Martin Luther King  
Presidents Day  
Veterans Day

**NOTE:** The office is open on floating Holidays but you receive 8 hours vacation time to use on any day you choose.

### Insurance

<u>Health Insurance:</u>	<u>Employer Portion</u>	<u>Employee Portion</u>
Single	100%	
Family	1182.4 67%	591.20 33%

Life Insurance: Housing Authority will pay for the first \$10,000 of Term Life Insurance coverage. Additional is available at employee's expense

Long Term Disability:  
Employer pays the premium.

**Insurance, cont.**

AFLAC:

Dental, Vision, short term disability, cancer exc. Policy's are available but the premium is paid by the employee.

Section 125 Flexible Benefits:

Pretax money set aside by employee used to pay for qualifying medical expenses.

**Retirement:**

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|-------------|---|
| 401(a) Plan | Employer contribution plan<br>Qualify after 1,000 hours of service or after six month probabtionary period is completed.<br>Employer contribution is 11.12% of employee's gross earnings per pay period.<br>All contributions are 100% fully vested to the employee |
| 457 Plan    | Employee contribution plan<br>Employee can contribute up to the Max allowed by IRS<br>Currently that max is \$20,500  |

**NOTE:** Loans are not allowed against retirement funds