

Burleigh County Housing Authority

List of Fringe Benefits

	<u>Yrs of service</u>	<u>Hrs per month</u>
Vacation Time	0 to 5	8
80 hrs carry over	6 to 10	10
calendar year	11 to 15	12
	16 over	14

All hours are paid out at termination

Sick Time	8
1040 hrs max accumulation	

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

Funeral Leave Up to 24 hrs at discretion of Supervisor

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

Floating Holidays Martin Luther King
Presidents' Day
Veterans' Day
Juneteenth

Office is open on floating holidays but you receive 8 hours vacation time to use on any day

Health Insurance	<u>Employer Portion</u>	<u>Employee Portion/month</u>
Single	100%	
Employee + Spouse	1300.02	678.74
Employee + Children	914.83	477.63
Family	1733.35	904.98

Employee portion deducted twice a month (paid every other week -- 26 pay periods per year)
Coverage would start first of month after start of employment

Life Insurance BCHA pays for \$15,000 of term life
Additional coverage is available at employee's expense

Long Term Disability Employer pays premium

Dental, vision, short term disability, cancer, etc. policies are available but the premium is paid by the employee using Section 125

Medical set aside Max of \$3,200 per year by the employee

Retirement Qualify after 1,000 hours of service
BCHA contributes 11.12% of employee's gross
All contributions are 100% fully vested to the employee

457 Employee can contribute up to the maximum allowed by IRS
Currently that maximum is \$23,000

Loans are not allowed on retirement funds