



EMPLOYEE BENEFITS SUMMARY

May 2011

HOLIDAYS	The organization recognizes nine holidays plus a floating holiday that employees can take with their supervisor's prior approval.
PAID TIME OFF	First year employees receive 7.08 hours of PTO per 2-week pay period. That amount increases incrementally to 9.23 hours per 2-week pay period.
RETIREMENT	The Housing Authority contributes 5% of the employee's gross salary to a tax deferred compensation account managed by ICMA-RC. The employee must contribute a minimum of 2.5% to this account. The Housing Authority is exempt from FICA but not Medicare.
EMPLOYER CONTRIBUTION TO BENEFITS	Each employee receives \$220.00 per 2-week pay period to be applied to group medical, dental and vision insurance premiums. Employees are eligible for medical insurance on the first of the month following date of hire and for dental and vision insurance on the first of the month following a full month of employment.
HEALTH SAVINGS ACCOUNT	Employees may elect a pre-tax payroll deduction to be deposited into a Health Savings Account at the banking institution of their choice.
LIFE INSURANCE	The Housing Authority pays for a term life and AD&D insurance policy equal to one year's gross annual salary and a \$15,000 group life and AD&D policy.
LONG-TERM DISABILITY INSURANCE	The Housing Authority pays for a long-term disability policy that pays two-thirds of the employee's salary.
SUPPLEMENTAL LIFE INSURANCE	Supplemental life insurance is available through the City of Fort Collins at the employee's expense.
EMPLOYEE ASSISTANCE PROGRAM	Counseling services are available to employees and their family members free of charge. In addition, free guidance and support services for managers and supervisors are available through the same provider.

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