Columbus Housing Authority Employee Benefits

October, 2023

Employees who work 35 hrs per week are eligible for Benefits – Regular work hours: 8am- 12noon & 1pm-4pm M-F

**Health Insurance** - Current Cost to **Employee per month**

Single Coverage - $107.10 Family Coverage- $536.48- CHA pays approximately 93% of premium for single coverage and approximately 84% of family premium

Annual Limit on 20% copay is $750 per person, $1500 family per calendar year. This is a comprehensive program with up to $2,000,000 benefit. A prescription card benefit and Mail Order Prescription Service. $500 annual single deductible and $1000 family deductible. $500 accident benefit (no deductible co-pay applied)

**Dental Insurance**- CHA pays 100% of premium for single employee coverage. CHA pays same dollar amount towards family coverage, if desired. - A plan of dental coverage with a $25 annual deductible. Generally, pays 100% of usual and customary costs for annual exam & 50% to 80% of usual and customary charges for most other dental work.

**Life Insurance** – 125% of annual salary to a max of $50,000 paid by CHA. Additional term insurance available to employee at their cost.

**Disability Insurance**- An income protection plan that pays covered employees 60% of their gross pay after having been disabled 180 days for a qualifying condition. CHA pays premium.

**Pension**- Matching contribution program to provide an employee with pension benefits at retirement. Current match is CHA 6% and employee 6% with pretax dollars for your contribution

**Vision-** Available at employee cost

**Vacation** - V*acation* with pay shall be earned by all regular full-time employees as follows:

l. After 6 months of continuous service……………...6.67 hours/month.

2. After 6 years of continuous service………………….10 hours/month.

3. After 15 years of continuous service………………..13.33 hours/month.

**Holidays-** Paid Holidays: The following holidays with pay shall be observed:

New Year's Day January First

Martin Luther King Day January, as designated Presidents' Day February, as designated

Memorial Day Last Monday in May

Independence Day July 4th

Labor Day First Monday in September

Columbus Day October, as designated

Veterans Day November 11th

Thanksgiving Day Fourth Thursday in November

Friday Following Fourth Friday in November

Christmas Eve December 24th - (close at noon)

Christmas December 25th

Personal Day- One personal day chosen by the employee

**Sick Leave** - Full time employees are eligible for leave taken because of illness or accident. Sick leave shall be accumulated at the rate of 8 hours per month up to a maximum 1,040 hours or six months of work time.