

TEMPLE HOUSING AUTHORITY (THA) EMPLOYEE BENEFITS

PERMANENT FULL TIME EMPLOYEES

INSURANCE

Health Insurance- THA will pay a set dollar amount toward the single coverage premium. This amount is adjusted annually and there is a \$15 discount for non-tobacco users. The amount THA will pay effective 6/1/2012 is \$408.10.

Employees have the option of choosing family insurance coverage; the employer will pay a set dollar amount toward the family coverage premium. This amount is adjusted annually and there is a \$30 discount on the family health plan for non tobacco users. The amount THA will pay effective 6/1/2012 is \$796.01.

THA offers a Scott & White Consumer Choice Plan with a Prescription Drug Rider.

Dental Insurance- THA offers dental insurance through Concordia. There are four tiers available.

Premiums range from \$386.63 to \$1,238.10. Employees may choose between three different deductible levels. Note- some employee only coverage options may result in a cash rebate to the employee based on the amount funded by THA.

HOLIDAYS

Employees receive 10 paid holidays per year.

LEAVE

Personal Leave- Employees accrue 10 hours per month which is equal to 15 days per year. Employees are eligible to use paid leave after six months of employment. This leave is for vacation time and minor illness.

Major Medical Leave- Employees accrue 4 hours per month which is equal to 6 days per year. This leave is for extended illness lasting more than five working days.

RETIREMENT

Temple Housing Authority has a 401(a) defined contribution retirement plan.

- Employer contributes 7% of annual wages.

- Employee contributes 5.5% of annual wages on a pre-tax basis.

- Employees have a wide range of investment options.

- Employees are eligible to enroll after approximately 6 months of employment.

- There is a seven year period over which the employee vests in the employer's contribution starting at year 3 with 20% and increasing each year so that by the end of the seventh year the employee is entitled to 100% of the employer contributions at termination of employment

CAFETERIA PLAN

Temple Housing Authority offers a cafeteria insurance plan through which employees may have their portion of the health insurance premium deducted on a pre-tax basis.

Employees also have the option to purchase additional insurance and have it deducted from their paycheck.

NOTE: Permanent part time employees who work at least 20 hours per week receive partial leave benefits and partial holiday pay.