

HHA Retirement & Insurance Coverage Benefit Summary for New Full-Time Employees



Retirement Plan / MPERA: Public Employee Retirement System (PERS) (Mandatory):

- Full-time employees contribute 7.90% and HHA currently contributes 9.07% of salary/pay.
 - Example: If you made \$20/hour or \$1,600 every two-week pay period, you would contribute \$126.40 to retirement, with HHA contributing \$145.12 every pay period! Annually, HHA would be contributing \$3,773.12 to your retirement.
- Employees become vested in employer contributions after 5 years of service.

Vacation, Sick, and Holiday Leave (Paid):

- **Vacation Leave:** Full-time employees earn 4.62 hours of vacation leave every two-week pay period. This equates to 15 total vacation days or three (3) total vacation weeks per year.
 - Example: If you made \$20/hour in full-time status for a year, you would have three (3) full weeks of paid vacation totaling \$2,400.00.
- **Sick Leave:** Full-time employees earn 3.69 hours of sick leave every two-week pay period. This equates to 12 total sick days per year.
 - Example: If you made \$20/hour in full-time status for a year, you would earn 12 days of sick leave valued at a total of \$1,920.00.
- **Holiday Leave:** Employees are paid for all State Holidays (10 holidays per year, with every second year having 11 days because of General Election Day).
 - Example: If you made \$20/hour in full-time status for a year, you would be paid for 11 holidays, totaling \$1,760.00.
- **Leave Summary:** If you worked full-time for a year that included the General Election Day holiday, you would earn the equivalent of 38 days, or 304 hours, or slightly more than 14.5% of an average work year (2,080 hours).
 - Example: *If you used all your leave, this would be like working 85.5% of the time for 100% of the pay.*

Minimum Insurance Coverage Benefits for Full-Time Employees, provided at no cost to employees (100% Employer-Paid Premiums):

- **Health Insurance:** HHA currently pays \$666.05/month (or \$7,992.60 annually). HHA also provides a Health Reimbursement Account (HRA) that reduces employee's deductibles from \$7,050 to \$4,000.
- **Health Savings Account (HSA):** HHA currently contributes \$70/month (or \$840 annually) to employee HSAs.
- **Dental Insurance:** HHA currently pays \$43.22/month for full-time employees (or \$518.64 annually).
- **Vision Insurance:** HHA currently pays \$7.89/month for full-time employees (or \$94.68 annually).
- **Life/AD&D:** A combined \$20,000 Life and AD&D coverage, along with an additional \$5,000 in Base Life insurance coverage.
- **Short-Term Disability:** If needed, this benefit could provide a weekly benefit maximum of 60% of an employee's salary up to \$750 for up to 11 weeks (\$480 per week at a \$20/hour pay rate).
- **Additional Benefits:** Employee Assistance Program (EAP), providing 24/7 access to a variety of services and allows five (5) consultations per year for each employee. Examples of services include Marriage, Relationship, and Family Problems, Problems at Work, Legal and Financial Issues, Stress and Anxiety, Alcohol and Drug Dependency, Identity Theft & Health and Wellness Concerns
- **Summary:** Based on a wage of \$20/hour, all insurance coverage benefits above amount to a minimum total value of \$818.91/mo. or \$9,826.92/year. Based on an average work year of 40-hour weeks (2,080 hours), this is the equivalent of making another \$4.72/hour.

With a vested employer contribution of PERS and the insurance coverage benefits described above, a full-time position earning you \$20/hour or \$41,600/year can be viewed as truly compensating you at a rate of \$55,200.04/year or \$26.54/hour.