

# 2009 Minneapolis Public Housing Authority Benefits

Benefit Type	Benefit Details	<i>Other Benefit Programs</i>																	
<b>Medical Insurance</b> Provided by Medica	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"><u>Plan</u></td> <td style="text-align: center;"><b><u>1- Medica Elect/Essential</u></b></td> <td style="text-align: center;"><b><u>2- Medica Elect/Essential</u></b></td> <td style="text-align: center;"><b><u>4- Medica Choice</u></b></td> </tr> <tr> <td style="text-align: center;">Full Cost of Monthly Premium</td> <td style="text-align: center;">\$454.71/Single \$1,591.83/Family</td> <td style="text-align: center;">\$423.25/Single \$1,488.46/Family</td> <td style="text-align: center;">\$376.19/Single \$1,311.25/Family</td> </tr> <tr> <td style="text-align: center;"><b>Employee share of Monthly Premium</b></td> <td style="text-align: center;"><b>\$105.05/Single \$372.47/Family</b></td> <td style="text-align: center;"><b>\$73.59/Single \$269.10/Family</b></td> <td style="text-align: center;"><b>\$46.53/Single \$171.89/Family</b></td> </tr> <tr> <td style="text-align: center;">HRA/VEBA</td> <td style="text-align: center;">Single Family</td> <td style="text-align: center;">\$740.04/yr (\$61.67/mo) \$1,170.00/yr (\$97.50/mo)</td> <td style="text-align: center;">\$600.00/yr (\$50/mo) \$900.00/yr (\$75/mo)</td> <td style="text-align: center;">\$1,080.00/yr (\$90/mo) \$2,280.00/yr (\$190/mo)</td> </tr> </table>	<u>Plan</u>	<b><u>1- Medica Elect/Essential</u></b>	<b><u>2- Medica Elect/Essential</u></b>	<b><u>4- Medica Choice</u></b>	Full Cost of Monthly Premium	\$454.71/Single \$1,591.83/Family	\$423.25/Single \$1,488.46/Family	\$376.19/Single \$1,311.25/Family	<b>Employee share of Monthly Premium</b>	<b>\$105.05/Single \$372.47/Family</b>	<b>\$73.59/Single \$269.10/Family</b>	<b>\$46.53/Single \$171.89/Family</b>	HRA/VEBA	Single Family	\$740.04/yr (\$61.67/mo) \$1,170.00/yr (\$97.50/mo)	\$600.00/yr (\$50/mo) \$900.00/yr (\$75/mo)	\$1,080.00/yr (\$90/mo) \$2,280.00/yr (\$190/mo)	<ul style="list-style-type: none"> <li>• Tuition Reimbursement (up to \$3,000 per year)</li> <li>• Credit Union Membership</li> <li>• Employee Assistance Program</li> <li>• 457 Deferred Compensation</li> <li>• Vacation Credit for prior Government Service</li> <li>• Optional Tax-Free Spending Accounts for Healthcare and Dependent Care expenses (MinneFlex)</li> <li>• Voluntary Term Life Insurance</li> </ul>
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Enrollment Date	1 <sup>st</sup> of the month following 30 days from hire date																		
<b>Dental Insurance</b>	Delta Dental (Premier) \$1,000 annual coverage = No premium cost to employee Delta Dental (Preferred) \$1,500 annual coverage = No premium cost to employee																		
Enrollment Date	1 <sup>st</sup> of the month following 30 days from hire date																		
<b>Long Term Disability (MANDATORY)</b>	Pays 60% of base wage after 90 days of continuous disability Premium is paid through annual sick leave deduction of 1.5 days																		
Enrollment Date	1 <sup>st</sup> of the month following 30 days from hire date																		
<b>Pension/401 A (MANDATORY)</b>	Employee contributes 5% of base salary Employer (MPHA) matches 5% contribution																		
Enrollment Date	April 1 <sup>st</sup> or October 1 <sup>st</sup> after completion of six (6) month probation																		
<b>Term Life Insurance (MANDATORY)</b>	Coverage is 1½ x annual salary = No premium cost to employee																		
Enrollment Date	April 1 <sup>st</sup> or October 1 <sup>st</sup> after completion of six (6) month probation																		
<b>Vacation Leave</b> (Available after completion of 6-month probation)	0-5 years of service = 12 days annual accrual 6-15 years of service = 16 days annual accrual 16-20 years of service = 21 days annual accrual 20+ years of service = 26 days annual accrual  Maximum Accumulation = 400 hours (50 days)																		
<b>Sick Leave</b> (Available as earned)	12 days accrued annually (all groups except for AFSCME); No maximum accrual  AFSCME: 0-5 years = 12 days annual accrual; No maximum accrual 6 + years = 15 days annual accrual; No maximum accrual																		
<b>HOLIDAYS</b>	11 Paid holidays per year (includes one floating holiday)																		

Benefits are available to employees in the following units: Non-Represented (Appointed, Supervisory, and Confidential), AFSCME, Local 563 (Laborers), Carpenters (inside payscale), Painters (inside payscale), and Operating Maintenance Engineers.

Temporary employees and employees on the outside payscale are not eligible for benefits.