

EMPLOYEE BENEFITS

Group Insurance - Group insurance benefits which include life, dental, vision and health insurance are provided at no expense to eligible employees. The Southern Nevada Regional Housing Authority pays one hundred percent (100%) of the cost for a full-time regular employee, depending on plan selected, and fifty percent (50%) for eligible spouse and dependant coverage.

***Retirement** - The Public Employees Retirement System (PERS) is a trust fund established to afford a degree of retirement security to full-time regular employees of the Southern Nevada Regional Housing Authority. The Southern Nevada Regional Housing Authority is a choice agency which means the Housing Authority can either pay one hundred percent (100%) of the contribution for full-time regular employee or fifty percent (50%) of the contribution for full-time regular employees depending on the employee's choice.

***Longevity** - Each employee after reaching eight (8) years of continuous employment will receive an additional three percent (3%) of base salary and one half percent (1/2%) increase for each year thereafter up to a total of ten percent (10%).

***Vacation** - All full-time regular employees earn vacation leave with pay. Vacation leave benefits begin to accrue from the date of employment at the rate of six point one six (6.16) hours per month for the first two (2) years of regular employment. After two (2) years of regular employment, employees will earn nine point two four (9.24) hours per month. Additional amounts of leave are given after completion of ten (10) years of service. Vacation leave may be accumulated up to a maximum of two hundred and forty (240) hours.

***Sick** - All full-time regular employees earn sick leave with pay. Sick leave benefits begin to accrue from the date of employment at the rate of eight (8) hours per month. Sick leave may be accumulated up to a maximum of eight hundred (800) hours.

Workers Compensation - The Housing Authority currently pays the entire amount of the workers compensation insurance premiums that provide benefits to employees who are injured on the job.

FMLA - The Southern Nevada Regional Housing Authority has established a family and medical leave policy that conforms to the requirements of federal and state law, including but not limited to the federal Family and Medical Leave Act ("FMLA").

Birthday - An employee will be allowed to take a paid leave day on their birthday or within the sixty (60) day period after their birthday.

Holiday - All employees will receive eleven (11) yearly paid holidays in addition to their birthday holiday.

YMCA - All full-time regular employees may participate in the YMCA wellness program. The Housing Authority will pay fifty percent (50%) of the cost of the program and the employee will pay fifty percent (50%) of the cost of the program.

Direct Deposit/Credit Union - Employees eligible for membership in a credit union or banking establishment may have payroll deductions made for deposit to their personal savings and checking accounts upon giving the required authorization to the payroll department.

LEAVES OF ABSENCE WITH PAY

Jury Duty/Court Leave - While on jury duty or while appearing as a legally required witness, a full-time regular employee will receive full pay from the Housing Authority provided the employee assigns any court received compensation to the Housing Authority and the employee returns to work if he/she is not required to remain in court for the full day.

Administrative Leave - Administrative leave is paid leave authorized for regular employees for attendance at meetings or training programs, for continuing education, or to attend conferences during regular work hours.

Bereavement Leave - A full-time regular employee will be granted a special leave of absence with pay up to three (3) days in the event of a death in his/her immediate family, and as much as five (5) days for a death occurring outside Clark County.

Catastrophic Leave - Once an eligible employee has exhausted all accrued sick leave and vacation, and has been in status of "leave without pay" for at least forty (40) hours as a result of a catastrophic illness or injury, the employee or his designated agent may file a written request for catastrophic leave with Human Resources. Any donations shall be strictly voluntary, and shall be anonymous.

Voting - Employees who are registered voters will be given time off from work to vote if it is impractical for them to vote before or after their scheduled work hours.

ADDITIONAL BENEFITS

Income Tax - Nevada has no State Income Tax.

Social Security - No Social Security is deducted.

Automobile Allowance - Only Senior Executive management staff will be eligible to receive a monthly automobile allowance.

**Part-Time Employees - Employees working at least twenty (20) hours or more per week will be eligible for prorated benefits.*

SOUTHERN NEVADA REGIONAL HOUSING AUTHORITY IS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER