

Additional Benefit Information

Twelve (12) Paid Holidays (Eleven (11) Federal Holidays Plus One (1) Birthday Holiday.

Longevity
ONLY FOR EMPLOYEES HIRED BEFORE
9/1/2018.

Direct Deposit
Any Financial Institution available.

457 Plan (VOYA), Guardian Life,
Cafeteria 125

Long Term Disability

Worker's Compensation and
Unemployment Insurance

Flexible Spending Account Medical and
Dependent

The SNRHA pays fifty percent (50%) of
YMCA (Employee Wellness Program)
monthly dues. Employer portion is
considered a fringe benefit and is taxed.



SNRHA
Southern Nevada
Regional Housing Authority

Contact Information

Human Resources
5390 East Flamingo Road
Las Vegas, Nevada 89122
Phone: (702) 477-3170
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Benefits Summary

New & Prospective
Employees

Effective Oct. 1, 2020



SNRHA
Southern Nevada
Regional Housing Authority

SNRHA is a choice agency with Public Employee Retirement System (PERS) therefore, you have 2 options, #1 100% Employer paid (29.25% of annual salary) or #2 50%/50% Employee/Employer paid (30.5% of annual salary) employee receives a 15.25% increases and 15.25% deduction for tracking purposes; Employee is vested after five (5) years of service. No Social Security deduction; and for Medicare one point four five percent (1.45%) is deducted for employee portion.

Note:

Insurance is effective the first (1st) day of the month following sixty (60) days of employment with SNRHA except for Key Employees. Key Employees probationary period is waived.

*A life insurance policy, an amount depending on the employee's position is also provided at no cost to the employee. Supplemental Life Insurance is optional.

- Regular Employees \$20,000
- Supervisors \$40,000
- Dept. Heads/Directors \$60,000
- Deputy/Exec. Director \$110,000

A comprehensive medical package with Health Plan of Nevada is provided to you and your dependents also your dental and vision plan coverage is provided by the United Healthcare Services.

Sick Leave

Four point zero (4.0) hours bi-weekly.
One Hundred and four (104) hours yearly.

Vacation Leave

(See Chart Below)

<u>Years of Service</u>	<u>Approximate Rate of Accrual Per Pay Period (hours)</u>	<u>Actual Number of Work Days Earned</u>
In the first two (2) years of regular employment.	3.08	8
Beginning the first day of the third (3) year of regular employment, and through the tenth (10 th) year of employment.	4.62	12
Beginning the first day of eleventh (11) year of regular employment, employee will earn one (1) additional day of Annual Leave per each year worked, up to a maximum of twenty (20) days a year.	5.00	13
	5.39	14
	5.77	15
	6.16	16

Bereavement Leave

Three (3) days administrative time for local services.
Four (4) days administrative time for out of town services.

The Southern Nevada Regional Housing Authority pays the total premium for employees (HMO Plan) for medical, dental and vision and fifty percent (50%) of the premium for dependent coverage.

HPN/Medical HMO

<u>Covered</u>	<u>Employee Contribution</u>	<u>SNRHA Premium</u>
Employee	\$0.00	\$592.65
Employee + 1	\$136.77	\$889.13
Emp. + Fam.	\$246.18	\$1126.04

HPN/Medical POS

<u>Covered</u>	<u>Employee Contribution</u>	<u>SNRHA Premium</u>
Employee	\$42.95	\$635.60
Employee + 1	\$222.67	\$960.56
Emp. + Fam.	\$349.26	\$1234.84

United Health Care Dental

<u>Covered</u>	<u>Employee Contribution</u>	<u>SNRHA Premium</u>
Employee	\$0.00	\$40.14
Employee + 1	\$9.17	\$60.01
Emp. + Fam.	\$24.36	\$92.92

United Health Care Vision

<u>Covered</u>	<u>Employee Contribution</u>	<u>SNRHA Premium</u>
Employee	\$0.00	\$5.91
Employee + 1	\$1.12	\$8.34
Emp. + Fam.	\$2.95	\$12.30