

Housing Authority of the City of Winston-Salem
Employee Benefits (General Overview)

This benefit plan is available to eligible full time employees only.

Benefit period: June 1st, 2021 – May 31st, 2022

Pay Periods: Bi-weekly,
26 pay periods per fiscal year

<u>Benefit Type</u>	<u>Benefit Carrier/Company</u>	<u>HAWS/Employee Costs</u>	<u>Comments</u>
Health & Vision	Blue Cross & Blue Shield of NC (Blue Option plan)	(see plan for details)	HMO with “In Network” coverage; also, internal deductible reimbursement plan
Flexible Savings Account (FSA) (optional)	Health Equity	Maximum contributions: \$2750 Medical/Dental \$5,000 Dependent Care (child care)	Contribution amount set by employee each benefit period.
Vision (optional)	Superior Vision		
Dental	Lincoln Financial Plan		100% premium paid by HAWS
Long Term Disability	Lincoln Financial	HAWS pays 50% Employee pays 50%	30 day initial wait period
Life Insurance	Lincoln Financial	HAWS pays 100%	Coverage= 1 ½ times employee’s annual salary, up to \$100,000
Dependent Life Insurance	Lincoln Financial	Employee pays	
Retirement	NC State Employees’ Retirement System (Local Government Employees)	HAWS matches 6.74 % of annual salary Employee contributes 6% of annual salary	Vesting period of five years
Tuition Reimbursement	HAWS	HAWS pays up to 50% of tuition and 100% of books & fees	Must be a job related degree/certification program. Must pass with grade of “C” or better.
Paid Holidays	HAWS	HAWS pays for full day	Ten paid holidays per year, designated by the Chief Executive Officer
Vacation Leave	HAWS	Up to 10 days in year 1 (max of 24 days per year)	Accrued with service (see HAWS Employee Handbook)
Sick Leave	HAWS	Max of 15 days earned per year	Accrued with service (see HAWS Employee Handbook)
Merit Increases	HAWS	As budget allows; Board of Commissioners’ approval is required	Annual salary may be increased by a percentage based on employee evaluation scores
Incentive Bonuses or Cost of Living Increases	HAWS	As budget allows; Board of Commissioners’ approval is required	Bonuses based on organizational goals and needs