

HOUSING AUTHORITY OF THE COUNTY OF BUTTE

EMPLOYEE BENEFITS

Salary:	Step increases 2.5% per year, 9 steps total Plus Longevity 2% every 5 years from 10-35 years of service Cost of Living increase 3.2% on 1/1/2026 2.5%-5% dependent on CPI January 1 st , 2027 - 2028
Work Schedule:	HACB “regular” work schedule is: 9/4/80 or 4/10
Administrative Office Hours: (Open to the Public)	8:00 a.m. – 5:00 p.m. (M-Th)
Medical, dental, vision insurance:	Premium split percentage determined by budget per Union MOU (Current MOU 2023-2028, premium split 90% employer/10% employee). \$648/month opt out if not on HACB health insurance for 2026.
Vacation:	96 hours per year = 0-5 years of employment 144 hours per year = 5-10 years of employment 168 hours per year = 10-15 years of employment 192 hours per year = 15+ years of employment
Sick Leave:	8 hours per month.
Bereavement Leave:	5 days paid (3 bereavement/2 sick).
Holidays:	14/year
Term Life Insurance:	Paid by the Housing Authority – Amount equivalent to 1½ times salary (\$50,000 maximum); Optional additional coverage/contribution by employee.
Retirement:	<u>CalPERS 2% @ 62</u> – Employee/employer split of contribution; current rate employee 7.75%. Vested after 5 years.
Deferred Compensation Program:	Optional contribution by employee.
Flexible Spending Account:	Optional contribution by employee.
Operating Engineer’s Local No. 3:	Union membership is optional.