



Horizon Public Health 2026 Union Benefits Summary

Retirement Program

As an employee of Horizon Public Health (HPH) you are required to enroll in Public Employees' Retirement Association (PERA). Participation is mandated for all public employees who meet the requirements of the plan.

	Employee Deduction	Employer Contribution
PERA - Coordinated Member	6.50%	7.50%

After three years of employment with HPH you will have what is called a "vested interest" in PERA. That means no matter when you terminate employment with us or another public employer you have insured a benefit upon your retirement. If you terminated public service in less than three years, you may withdraw your contributions plus interest at that time.

Insurance

Health – Two health insurance plan options through PEIP will be offered to HPH employees that regularly work 30 hours or more per week. Horizon Public Health will contribute \$1,005 per month for those selecting single coverage and \$1,550 per month for those selecting family coverage and an additional \$50 for an H.S.A. or VEBA account (a total contribution of \$600 per year). Coverage becomes effective the first day of the month following employment. *Employees can also opt to waive the health insurance coverage but there will be no money in lieu of waiving coverage.

Life – As an HPH employee you will be covered by \$50,000 of life insurance at no expense. Coverage becomes effective the first day of the month following employment. Supplemental coverage is available for purchase for you, your spouse and your dependents.

Holidays

The official holidays for Horizon Public Health are:

New Year's Day	Veterans' Day
Martin Luther King Jr Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Memorial Day	Christmas Day
Juneteenth	Christmas Eve
Fourth of July	Personal Day (after successful completion of probationary period of 1 year)
Labor Day	

When a holiday falls on a Saturday, the preceding Friday shall be declared a holiday. If it falls on a Sunday, it will be given on Monday.

Paid Time Off (PTO)

Employees will accrue PTO according to the following schedule:

0-4 years	22 days
5-9 years	27 days
10-14 years	30 days
15-20 years	33 days
20+ years	35 days

Employees may carry 320 hours of PTO leave into the next calendar year except in specific circumstances.

Payroll Deductible Options

As an employee of HPH you will have opportunity to participate in programs through payroll deduction such as deferred compensation, flex spending, long-term disability, dental, vision, critical illness, accident, hospital indemnity coverage and supplement life insurance.

***For employees in bargaining units, may be subject to negotiation pursuant to PELRA.**