

# Employee Benefits Summary – 2025



## Medical Insurance:

1. Single \$3,375 deductible:
  - Employee share of premium \$0
  - City share of premium \$663.86
  - 50% of deductible (\$1,687.50) funded by the City into a VEBA or HSA account
2. Family \$6,750 deductible:
  - Employee share of premium \$552.82
  - City share of premium \$1,216.68
  - 50% of deductible (\$3,375) funded by the City into a VEBA or HSA account

## Life Insurance:

- Benefit eligible employees are provided with employer-paid Basic Life & AD&D coverage of \$50,000.
- Employees may apply for additional life insurance for themselves or their spouse subject to proof of good health.
- New hire only: may enroll in coverage up to the Guaranteed Issue Amount (GIA) without proof of good health. Elections over the GIA will require a health history questionnaire to be completed.
- Optional spouse and dependent coverage is available at the employee's expense.
  1. Employee – can elect up to \$300,000 in \$5,000 increments (new hire GIA \$100,000)
  2. Spouse – can elect up to \$150,000 in \$5,000 increments (new hire GIA \$25,000)
  3. Child – protecting unmarried children for \$15,000 each. Children are eligible from live birth to age 26.

**PERA NCPERS Life Insurance:** decreasing life insurance policy for employee and spouse for \$16/mo

**Health Savings Account:** tax-advantaged savings account designed to help save for various medical, dental, and vision expenses

**VEBA:** employer funded savings account for various medical, dental, and vision expenses

**Flexible Spending Accounts:** medical and/or dependent care tax-advantaged account. Medical FSA is preloaded with annual election amount and paid back by payroll deduction. Funds must be used by the end of the plan year.

1. Medical – medical, dental, and vision expenses
2. Dependent Care – child care or adult day services care

## Dental:

1. Employee \$38.80/mo
2. Employee+1 \$72.58/mo
3. Family \$115.45/mo

**Vision:** eye exam covered by medical insurance. Vision provides allowances for glasses and contacts.

1. Employee \$7.84/mo
2. Employee+Spouse \$15.68/mo
3. Employee+Child(ren) \$16.78/mo
4. Family \$26.82/mo

**Long Term Disability:** income protection if employee is unable to work due to illness or injury from the 4th month of an illness up to retirement age as defined by Social Security. Monthly election up to 60% of your gross monthly income.

**Short Term Disability:** income protection if employee is unable to work due to illness or injury from the 8th day of an illness up to 13 weeks. Weekly election up to 60% of your gross weekly income.

**Public Employees Retirement Association (PERA):**

1. Coordinated Plan: 6.5% employee – 7.5% employer
2. Police & Fire Plan: 11.8% employee – 17.7% employer

**Deferred Compensation:** pre-tax and post-tax options

1. MN State Retirement System (MSRS)
2. Nationwide

**Vacation:**

Years of Service	Hours Accrued Per Pay Period	Hours Accrued Per Calendar Year
0-5	3.08	80
After 5	4.62	120
After 12	6.15	160
After 20	7.69	200

**Sick Leave:** 1.85 hours accrued per pay period up to 960 hours maximum

**Earned Sick & Safe Time (ESST):** .034 hours accrued per hour worked up to 48 hours per calendar year

**Paid Holidays:**

New Year's Day	Juneteenth	Thanksgiving Day
Presidents' Day	Independence Day	Friday after Thanksgiving
Martin Luther King Day	Labor Day	Christmas Day
Memorial Day	Veteran's Day	