



2020 Benefits Overview

The following benefits are provided for Sherburne County employees. This list is informational only, is subject to change, and is not a guarantee of any particular benefit or benefit coverage.

Plan components include:

GROUP HEALTH INSURANCE: Three medical plan choices are available. Your coverage begins the first day of the month following your date of hire.

●\$3000 HDHP with VEBA

●\$5000 HDHP with VEBA

●\$2800 HDHP with HSA

LIFE INSURANCE: All full-time employees are enrolled in a term life policy of \$25,000. Additional coverage for you and dependent(s) may be purchased at reasonable group rates.

DENTAL INSURANCE: Voluntary dental coverage becomes effective on the first day of the month following hire. Two plans choices - a Low Option Plan covering preventative and basic services and a High Option Plan covering the preventative and basic services plus major restorative, prosthetic repairs, endodontics, and more.

VISION INSURANCE: Employees may purchase vision insurance that provides coverage to help pay for glasses and contacts. Coverage becomes effective the first day of the month following hire.

SHORT TERM DISABILITY INSURANCE: Employees can choose the amount of weekly income they want to protect for a benefit of \$100 to \$500 per week, up to a maximum of 60% of weekly salary. Coverage in this plan begins after a 14-day elimination period with a maximum benefit period up to 26 weeks with a qualified disability.

LONG TERM DISABILITY INSURANCE: Each eligible employee can select a monthly benefit amount up to 60% of monthly earning subject to a minimum of \$500 and a maximum of \$5,000. Insured employees who satisfy the definition of disability for the duration of the 6-month qualifying period may qualify until recovered or up to the social security normal retirement age.

DEFERRED COMPENSATION PLAN: This optional plan allows you to set aside a portion of your income tax-free in a qualified plan.

FLEXIBLE SPENDING ACCOUNTS: These optional plans allow you to avoid paying taxes on the portion of your wages used for health & dental unreimbursed medical expenses or day care expenses for your dependents.

EMPLOYEE ASSISTANCE PROGRAM (EAP): Free, confidential access to professional counseling services for employees and their family members.

PAID TIME OFF: The following PTO benefits are available to all full-time employees.

<u>Years of Service</u>	<u>Annual Accrual Rate</u>
0-4	21 days (168 hours)
5-9	24 days (192 hours)
10-14	27 days (216 hours)
15-19	30 days (240 hours)
20+ years	33 days (264 hours)

HOLIDAYS: There are 11 paid holidays each year. New Years, Martin Luther King Day, President’s Day, Memorial Day, Independence Day, Labor Day, Veteran’s Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve (Monday - Thursday) and Christmas Day. *Union Employees refer to your current CBA for details.

PUBLIC EMPLOYEE RETIREMENT ASSOCIATION PERA: PERA is a mandatory public pension plan.

Employees are vested after 60 months.

- *Coordinated Plan:* Sherburne County contributes 7.5% of total salary & Employee contributes 6.5% of total salary.
- *Police & Fire Plan:* Sherburne County contributes 16.2%, Employee contributes 10.8%.
- *Correctional Employee Plan:* Sherburne County contributes 8.75%, Employee contributes 5.83%.

ONSITE EMPLOYEE CLINIC: Available to all employees and their dependents (18 months +) who are enrolled in a Sherburne County health plan. Located on the 2nd floor of the SCGC.

- HRA plan participants can visit the clinic at no cost to you.
- HSA plan participants can visit the clinic and pay based on health plan benefits.