

# Synopsis of County Benefits

## MNPEA, Correctional Officer Unit



### 11 Paid Holidays

Holiday	Date
New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Fourth Friday in November
Christmas Eve Day	December 24
Christmas Day	December 25



### Paid Time Off (PTO)

Paid Time Off Plan: All employees hired after April 20, 2022, will be required to participate in the PTO Plan.

Years of Service	Annual Accrual
Hired on or after April 20, 2022: Less than 5 years of service	160 hours/20 days
Hired on or prior to April 19, 2022: Less than 5 years of service	168 hours/21 days
Completed 5 years but less than 10	192 hours/24 days
Completed 10 years but less than 15	216 hours/27 days
Completed 15 years but less than 20	240 hours/30 days
Completed 20 years of service	288 hours/36 days



## PTO Cash Out

Employees may cash out PTO up to ninety (90) hours annually if at least eighty (80) hours of PTO or compensatory time has been used in the previous twelve (12) months. Cash-out of PTO is limited to once per calendar year. Employees cashing out may elect to distribute the amount as Cash, as an HSA Contribution (subject IRS limits), or as a 457 Plan Contribution (Subject to IRS limits), in accordance with County Policy. The cash-out amount will not be paid if the accrual is insufficient at the time the cash-out is paid in August.



## Insurance Packages

The Cafeteria Benefit Plan gives employees an opportunity to design a benefit package that fits their personal needs and goals. Employees whose FTE is .50 or greater are eligible to participate. Benefit package includes:

- Medical plans. One plan is a Copay plan, and two plans are High Deductible Health Plans that come with a Health Savings Account (HSA) option and contribution from the county ranging from \$1,300 - \$2,200 annually, if eligible. Our health plan covers in-network preventive care at 100 percent, which includes one eye exam per year and preventive dental expenses, such as exams and cleanings.
- Voluntary Dental.
- Voluntary Vision.
- Health Care Flexible Spending Account.
- Dependent Care Flexible Spending Account.
- Basic life in the amount of 1X annual salary (up to a maximum of \$150,000), with a minimum benefit of \$35,000 is provided at no cost to the employee.
- Additional life for employee, spouse and dependents can be purchased.
- Accidental Death and Dismemberment (AD&D) coverage is not provided under this contract.
- Long Term Disability (LTD) at a 60% income replacement level to a \$2,500 per month maximum benefit provided at no cost to the employee.
- Short Term Disability is available that provides income replacement if you are unable to work due to pregnancy or a non-work-related injury or illness, available in the amount of 50 or 66 2/3% of your salary.



## Pension and Retirement

- Pension. In addition to Social Security, county employees are covered by the State of Minnesota Public Employees Retirement Association (PERA), a defined benefit retirement plan. For general employees, the county contributes 7.5% of total salary on the employee's behalf into PERA while the employee contributes 6.5%. For correctional employees, the county contributes 8.75% of total salary on the employee's behalf in PERA while the employee contributes 5.83%. [PERA Plans \(mnpera.org\)](https://mnpera.org)
- Deferred Compensation. Voluntary participation in two §457(b) deferred compensation plans through payroll deductions on a pre-tax and/or post-tax basis: MNDCP and Nationwide. [Minnesota Deferred Compensation Plan \(MNDCP\)](#) and [Nationwide Retirement Plans](#).
- Health Care Savings Plan (HCSP). Participation in a Health Care Savings Plan (HCSP) is required. The HCSP is an employer-sponsored program that allows employees to save money, tax-free, to use upon separation from Minnesota Public Employment, Retirement, and/or when collecting disability benefits from PERA to pay for eligible health care expenses. All eligible employees participating in PTO shall have their PTO balance which exceeds 460 hours, as of December 1st of each year, deposited into their individual Health Care Savings Plan (HCSP), employee's will contribute 2% of

gross wages each pay period, all termination eligible employees shall have 33% of their termination benefits, (vacation, PTO) when available, deposited in their HCSP. All severance eligible employees, with a sick time balance of 480 hours or more will have 33% of the 50% up to a maximum of 400 hours and \$12,000, deposited into their HCSP. All severance eligible employees, with extended sick leave benefits, shall have 25% of 100% up to a maximum amount of \$12,000, with 33% of this balance deposited into their HCSP.



### Paid Parental Leave

The county provides up to six (6) weeks of paid time off (pro-rated for part-time employees) to bond with your newborn or newly adopted child. Must qualify for FMLA (be here 1 year and work at least 1250 hours) to receive PPL. This leave sunsets on 12/31/25 or on the effective date of the State of Minnesota Paid Leave Program, whichever occurs later.



### Diversity, Equity, and Inclusion (DEI) Program

A countywide, comprehensive system of education, projects and services intended to build the organization's intercultural competence and capacity to deliver equitable services and outcomes, without disparities, for all our residents and customers. Each department has an Equity Change Team charged with implementing the county's DEI strategic plan through best practice, and data informed examinations of activities to eliminate disparate outcomes for our customers and our community.



### Employee Resource Groups (ERGs)

Network of employees who help drive results and act as catalysts to build a workplace culture of inclusion, equity, and diversity.



### Employee Assistance Program

Six free and confidential counseling sessions for coping with loss, financial stress, depression, family issues and much more. <https://washnet.co.washington.mn.us/depts/hr/benefits2/SitePages/eap.aspx?web=1>



### Elevate Mental Health

A mental health program through HealthPartners that provides support for those experiencing anxiety and depression and can receive up to 20 free counseling sessions.



### Wellness Initiatives (WIN)

The wellness program offers a variety of features which includes a health evaluation, health risk assessment, and healthy behavior programs. Eligible employees can earn incentives such as gift certificates, Washington County Park passes, and eight hours PTO for successful completion of WIN program objectives.



## Financial Wellness

A program to help guide you in the right direction with your financial questions where you can connect with a financial advisor for free.



## Tuition Reimbursement

Reimbursement up to \$5,250 annually for educational experiences that will improve performance and allow for career growth.



## Learning Partnerships (tuition discounts)

County has partnered with the following colleges to offer tuition discounts for select programs and professional development opportunities:

- Bethel University – [www.bethel.edu/admissions/](http://www.bethel.edu/admissions/)
- Concordia University – <https://info.online.csp.edu/partnerships/>
- Hamline University – [www.hamline.net/business/learning-partners/](http://www.hamline.net/business/learning-partners/)
- St. Catherine University – [www.stkate.edu/admission-and-aid/corporate-partnership-program](http://www.stkate.edu/admission-and-aid/corporate-partnership-program)
- St. Mary's University – [www.smumn.edu/admission](http://www.smumn.edu/admission)



## Public Service Student Loan Forgiveness (PSLF)

PSLF offers potential loan forgiveness to employees with student debt. Once you make 120 payments on your debt while being employed with a qualified employer, balances on eligible loans may qualify for loan forgiveness. <https://studentaid.gov/pslf/>.



## Life and Travel Assistance

Estate Planning, Financial Planning, Health & Wellness Information, Identity Theft Prevention and Advanced Funeral Arrangement Planning. Travel assistance is available when you travel more than 100 miles from home, including internationally.



## Fitness Discounts

A variety of options for HealthPartners members. Wellbeats, GlobalFit's 360, and Active&Fit Direct are all available to employees who are enrolled in the county's medical insurance.



## MERSC Discounts

The Minnesota Employee Resource Service Company (MERSC) provides a wide variety of added discounts for cellular service providers, travel, hotels, entertainment and much more on their [website](#).

*Statements in this synopsis are not to be considered binding upon the county except when they are restatements of terms and conditions of employment as contained in labor agreements. This synopsis may be revised from time to time as Washington County deems appropriate without prior notice. **This synopsis of County Benefits does not constitute a contract.***