

BENTON COUNTY FULL-TIME EMPLOYEE BENEFIT INFORMATION 2025

BENEFIT

GROUP HEALTH INSURANCE - Blue Cross Blue Shield

The employee pays a monthly portion of the coverage selected (single or family coverage). The portion of the premium paid by the County is set each year by the County Board of Commissioners or by union contract.

*\$3000 / \$6000 Deductible **VEBA (HRA) Plan:** (with monthly HRA contributions) Non-union*

Employee Contribution
\$168.38 Single Coverage
\$599.93 Family Coverage

County Contribution
\$673.52 Single Coverage + \$125.00 HRA
\$1,799.78 Family Coverage + \$250.00 HRA

The Health Reimbursement Arrangement (HRA) are dollars contributed to the employee on a monthly basis for eligible medical expenses.

*\$3300 / \$6000 Deductible **HSA Plan:** (with monthly HSA contribution) Non-union*

Employee Contribution
\$154.31 Single Coverage
\$549.81 Family Coverage

County Contribution
\$617.25 Single Coverage + \$125.00 HSA
\$1,649.45 Family Coverage + \$250.00 HSA

The Health Savings Account (HSA) are dollars contributed to the employee on a monthly basis for eligible medical expenses.

** See applicable union contract for health insurance contributions negotiated in union contracts*

SECTION 125 CAFETERIA PLAN

This optional plan allows an employee to avoid paying taxes on the portion of their wages used for health insurance premiums, dependant care expenses, and/or medical expenses.

LIFE INSURANCE (MINNESOTA MUTUAL) (PERA TERM LIFE)

Each employee has a term life policy of \$10,000 (includes \$1,000 policy on spouse and/or each dependent child) purchased by Benton County.

** Employees may opt for additional coverage at group rates*

An employee may choose additional life insurance through the Public Employees Retirement Association of Minnesota at the cost of the employee of \$16.00 per month.

DEFERRED COMPENSATION PLAN

Optional plans are provided to the employee to set aside a portion of their income tax-free in a qualified plan.

PENSION PLAN

Public Employees Retirement Association (PERA) The following contributions are mandated by law:

	<u>Coordinated</u>	<u>Detention Officers</u>	<u>Law Enforcement</u>
<i>County Contribution:</i>	7.5%	8.75%	17.70%
<i>Employee Contribution:</i>	6.5%	5.83%	11.8%

PAID TIME OFF An employee shall earn paid time off (PTO) as follows:

<i>0-2 years</i>	<i>21 days per year</i>
<i>3-6 years</i>	<i>24 days per year</i>
<i>7-10 years</i>	<i>27 days per year</i>
<i>11-15 years</i>	<i>30 days per year</i>
<i>16-20 years</i>	<i>33 days per year</i>
<i>21+ years</i>	<i>36 days per year</i>

HOLIDAYS

Paid Holidays:

<i>New Year's Day</i>	<i>January 1</i>
<i>Martin Luther King Day</i>	<i>3rd Monday in January</i>
<i>President's Day</i>	<i>3rd Monday in February</i>
<i>Good Friday (4 hours)</i>	<i>Friday before Easter</i>
<i>Memorial Day</i>	<i>Last Monday in May</i>
<i>Juneteenth</i>	<i>3rd Monday in June</i>
<i>Independence Day</i>	<i>July 4th</i>
<i>Labor Day</i>	<i>1st Monday in September</i>
<i>Veterans Day</i>	<i>November 11th</i>
<i>Thanksgiving Day</i>	<i>4th Thursday in November</i>
<i>Day after Thanksgiving Day</i>	<i>Friday following Thanksgiving</i>
<i>Christmas Eve (4 hours)</i>	<i>Day December 24th</i>
<i>Christmas Day</i>	<i>December 25th</i>

** See applicable union contract for holidays negotiated in union contracts*

LONG-TERM DISABILITY INSURANCE (Madison National)

An employee may choose a voluntary long-term disability plan, which provides for a percentage of salary replacement if an event were to occur that would disable an employee from work (begins with the fourth month away from work). An employee receives group rates for this long-term disability plan.

Note: This is not a complete list of benefits available. There are other associated benefits included with Benton County employment.