



## 2025 SUMMARY OF BENEFITS TEAMSTERS, LOCAL #320, COURTHOUSE UNIT

<b>Holidays</b>	11 paid holidays and 12 hours of floating holiday per year. New hires please refer to Section 302 of the County's Personnel Manual.		
<b>Paid Time Off</b>	<u>Period of Service Completed</u>	<u>Accrual Rate</u>	
	0-3 years	24 days/year	
	4-6 years	26 days/year	
	7-10 years	29 days/year	
	11-15 years	31 days/year	
	16-20 years	34 days/year	
	21-24 years	36 days/year	
	25+ years	37 days/year	
<b>Health Coverage</b>	Three plans are offered through Medica. Insurance is effective the first day of the month following date of hire. Your monthly cost for coverage is as follows:		
	<u>Plan 4 (\$1,000 Ded)</u>	<u>Plan 5 (VEBA-\$3,000 Ded)</u>	<u>Plan 6 (HSA S-\$4,000 Ded)</u>
Single Coverage	\$21.31/mo.	\$0.00/mo.	\$0.00/mo.
Family Coverage	\$243.65/mo.	\$223.83/mo.	\$205.73/mo.
<b>Dental Insurance</b>	Dental coverage is provided by Health Partners. Preventive dental coverage is included in the County's monthly health insurance premium cost. Employees have the opportunity to purchase additional comprehensive dental coverage through Health Partners as optional coverage.		
<b>Life Insurance</b>	Basic Life Insurance of \$20,000 is provided. Optional life insurance may be obtained at employee expense for self, spouse and children. Evidence of insurability may be required.		
<b>Short- and Long-Term Disability</b>	<p><i>Short term disability</i> – Employees are provided with \$100 monthly benefit. Optional coverage available at employee's expense.</p> <p><i>Long Term disability</i> – Employees are provided with \$100 monthly benefit. Optional coverage available at employee's expense.</p>		
<b>Flexible Benefit Plan-</b>	This plan provides savings of tax dollars by using pretax dollars to pay for health, dental and vision care insurance premiums, unreimbursed medical expenses (maximum \$3,200/yr.) and dependent care expenses (maximum \$5,000/joint, \$2,500/single).		
<b>Deferred Compensation</b>	Plans available through various providers including NACO, MN State Deferred Compensation Plan, and VALIC. Please see Wright County Personnel Policy Manual Section 304 for the County's Matching 457(B) Deferred Compensation Contribution.		
<b>Credit Union</b>	Affinity Plus Credit Union provides a variety of financial services and products.		
<b>Retirement</b>	PERA (Public Employees Retirement Association) Employee contribution rates is 6.5% of gross salary. Employer contribution rate is 7.5% of gross salary. Vested after 5 years of service.		
<b>Post Employment Health Plan</b>	Upon termination, 100% of eligible PTO and sick time pay for PERA eligible members placed in your personal account to utilize for future health care expenses.		
<b>Tuition Refund</b>	\$2,000.00 per calendar year maximum following 1 yr. of service. Prior approval required.		
<b>Union</b>	MN Teamsters Public & Law Enforcement Employees' Union, Local #320 (Courthouse Unit.) Union dues: 2 ½ times hours rate of pay, not to exceed \$53.00 monthly.		