

2024 City of Worthington Employee Benefits

Insurance

PEIP Health Insurance - 3 Plans Offered-**optional** (see additional spreadsheet)

Single/Family Coverage: Premium amounts and City/Employee split are dependent on selected plan- payment broken into two (2) pay periods/month

Life Insurance (New York Life): **Mandatory-city pays premium**

Employer pays for \$25,000 policy on Employee

Employer pays for \$2,000 policy on Dependents

Optional- Voluntary Group Life at employee expense

NCPERS: **Optional** life insurance, \$16.00/month, decreasing value

Long Term Disability(New York Life) **Mandatory-city pays premium**. Pays after 90 days, 2/3 wages

Ameritas - Optional Vision and Dental Insurance coverages at employee expense

Colonial Life -Additional **optional** insurance (Short-term Disability, Accident Care, Cancer Assist, Critical Illness, Medical Bridge, Term Life, Whole Life- all at employee expense)

Retirement Pension Plan-mandatory

PERA - Public Employees Retirement Association (currently 6.5% employee 7.5% employer contribution)

Police & Fire (currently 11.80% employee – 17.7% employer contribution)

Deferred Comp Plan-optional

Minnesota State Retirement System through payroll deduction

(<https://www.msrs.state.mn.us>)

Health Care Savings Plan-**mandatory** (depends on employee group, employee expense)

49er's is payout on retirement only, no bi-weekly contributions

Minnesota State Retirement System through payroll deduction

<https://www.msrs.state.mn.us>

Section 125 Flexible Spending Plan-optional

MedSurety - un-reimbursed medical costs and child care costs deducted pre-tax

\$2,500/year maximum medical, \$5,000/year daycare maximum. Limited to vision/dental if on H S A insurance

H S A Savings - If on H S A qualified insurance plan. Pre-tax city contributions as well as employee.

Earned Sick & Safe Time

48 hours of Earned Sick & Safe Time (front-loaded each January 1st) (prorated to start date)

Extended Sick Leave Bank (ESLB)

Accumulates at 9 days per year (6 hours per month) up to 900 hours

Vacation Accrual Schedule

YEARS	TOTAL	PER	
EMPLOYED	DAYS	HOURS	MONTH
1 TO 3	10	80	6.67
4 TO 5	11	88	7.33
6	12	96	8.00
7	13	104	8.67
8	14	112	9.33
9	15	120	10.00
10	16	128	10.67
11 TO 12	17	136	11.33
13 TO 14	18	144	12.00
15 TO 16	19	152	12.67
17 TO 18	20	160	13.33
19	21	168	14.00
20 TO 22	22	176	14.67
23 TO 24	23	184	15.33
25 PLUS	25	200	16.67

Paid Holidays

11 holidays/calendar year, except Police have 10 with floating holiday

Employee Assistance Plan

Through Southwest Mental Health Center, pays 100% for three visits, anonymous.
Also, some assistance programs through New York Life Insurance.