This is a summary of City benefits, all employees should consult the Non-Represented Pay Plan and/or personnel policy for the exact language pertaining to pay and benefits.

MN Public Employees Retirement Association (PERA)

All members contribute 6.5% of their gross pay into their PERA retirement account on a pretax basis. The City also contributes 7.5% of an employee's gross pay to PERA, which PERA uses to fund the state-run defined benefit pension plan.

For those employees in the Police and Fire plan, members contribute 11.3% of their gross pay into their PERA retirement account on a pretax basis. The City also contributes 16.95% of an employee's gross pay to PERA, which PERA uses to fund the state-run defined benefit pension plan.

Deferred Compensation 457 Plan

Employees also have the option of participating in a deferred compensation plan. All monies that go into this plan are on a pretax basis. The minimum an employee must contribute is $10.00 per pay period and the maximum is $24,500/year which translates into $942.30 per pay period. If the employee is over 50 there is also a catch-up provision where an employee can contribute an additional $8,000 per year.

Roth 457 Plan

Employees also have the option of participating in a Roth 457 plan. All monies that go into this plan are on an after-tax basis. The minimum an employee must contribute is $10.00 per pay period and the maximum is $24,500/year which translates into $942.30 per pay period. If the employee is over 50 there is also a catch-up provision where an employee can contribute an additional $8,000 per year.

Roth IRA

Employees also have the option of participating in a Roth IRA plan. All monies that go into this plan are on an after-tax basis. The minimum an employee must contribute is $10.00 per pay period and the maximum is $7,500/year which translates into $288.46 per pay period. If the employee is over 50 there is also a catch-up provision where an employee can contribute an additional $1,000 per year. There are income limits that must be met to qualify.

Minnesota State Retirement System Health Care Savings Plan (HCSP)

For employees in pay grades X01-X02 of the Non-represented Pay Plan and the City Administrator, they will contribute 2% of their annual salary.

For employees in pay grades 7-23 of the Non-represented Pay Plan, they will contribute 1% of their annual salary.

Long-term Disability

Employees may purchase a long-term disability policy to cover 60% of their pay. Coverage for long-term disability starts on the 91st day of injury or illness. The benefits received under LTD are currently not subject to income taxes, the premium is taxed instead.

Short-term Disability

After an employee has passed probation the City self funds a short-term disability plan. This coverage starts on the 21st day of an injury or illness and may cover up to 90 days.

Health Insurance

All new full-time employees must take at least single medical coverage.

The EMPLOYER contributions for 2026 will be as follows:

2026 Monthly Premium

Passport	**Premium**	**Employer**	**Employee**
Single	$571.04	$571.04	$0.00
Single + 1	$1,199.18	$839.43	$359.75
Single + Children	$1,084.92	$759.44	$325.48
Family	$1,598.89	$1,119.22	$479.67

HSA Passport Plan

Employee- 100% of premium
Employee + One- 70% of premium
Employee + Children- 70% of premium
Family- 70% of premium

The Passport plan has a, $4,500- employee and $9,000- all others, deductible. However, the employee will be responsible for, $2,500- employee and $5,000- all others, of the deductible amount. The remainder will be covered by the employer through a HRA. Of the $2,500/$5,000 amount the employer will contribute $1,400/$2,800 in to the employee's HSA, on a matching basis. The employer contribution amount is provided on a matching basis of 2 (two) employer dollars for every 1 (one) dollar contributed by the employee, up to the annual employer maximum. The employer HSA contributions will be made in two equal payments, the first pay dates in January and July. Both plans will have an imbedded deductible. There is an 80/20 payment arrangement once the deductible is met, whereby the insurance company pays 80 percent and the employee/employer pay the other 20 percent, up to an out of pocket maximum. The out of pocket maximums are, $5,800- employee and $11,600- all others. If the employee/employer experience out of pocket costs, the employer will cover up to the $1,300- employee and up to the $2,600- all others.

Dental Insurance

The City offers dental insurance at no cost to the employee as long as they are on the City's health insurance. For single plus one the premium is $55.65 per month. For family coverage the premium is $99.88 per month.

Vision Insurance

The City offers vision insurance (glasses and/or contacts) at no cost to the employee. For single plus spouse the premium is $5.02 per month. For single plus children the premium is $5.58 per month. For family coverage the premium is $10.83 per month.

Life Insurance
The City pays for term life insurance at one times an employee's base annual salary. For example if an employee's base annual salary was $33,737.60, the City would pay for $34,000 worth of life insurance. Employees also have the option of purchasing supplemental life insurance for themselves and their dependents as an out-of-pocket cost, up to $200,000 for the employee, $100,000 for his/her spouse and either $5,000 or $10,000 for children.

NCPERS Life Insurance (PERA Life)
This is an optional life insurance plan that costs $16.00 per month. It is a group term life and accidental death & dismemberment plan for employees. It also has group term life for the employee's spouse and eligible dependents.

Workers Compensation Insurance
All employees are covered by workers compensation insurance.

Injury on Duty
If an employee is injured on the job the City will supplement whatever the injured employee is paid by workers compensation up to base pay, up to 90 days.

Annual Leave
In lieu of vacation and sick pay the City has Annual Leave which can be used for either purpose.
Employees with 0 to 4 years City employment accrue 6.15 hours per pay period.
Employees with 5 to 9 years City employment accrue 7.08 hours per pay period.
Employees with 10 to 14 years City employment accrue 8.00 hours per pay period.
Employees with 15 to 19 years City employment accrue 9.23 hours per pay period.
Employees with 20+ years City employment accrue 9.84 hours per pay period.
No employee may carry over more than 280 hours of Annual Leave from one year to the next. If any employee's balance is above 280 those hours are forfeited.

Holidays
All employees who work the full year get 12 paid holidays and 1 paid floating holiday.

Bereavement Leave
Each eligible employee may request up to three (3) shifts of bereavement leave in the event of a death in the immediate family. Immediate family is defined as: spouse, parent (including stepparent or legal guardian), child (including stepchild/foster child), sibling (including stepsibling), grandparent, grandchild, parent-in-law, brother/sister-in-law, and son/daughter-in-law.

Health FSA
Employee may put up to $2,750 in to an account on a pre-tax basis to pay for eligible medical and dental expenses.

*For those that contribute to a HSA, the Health FSA is limited to eligible vision and dental expenses.

Dependent Care FSA
Employee may put up to $7,500 in to an account on a pre-tax basis to pay for eligible dependent care expenses.