

Confidential Classifications Benefit Fact Sheet for Prospective Employees

Vacation

Vacation accrual rates for full-time Confidential Clerical and Technical titles are:

<u>Years of Service</u>	<u>Days of Vacation</u>
Start thru 4th year	14 days
5th year thru 9th year	18 days
10th year thru 15th year	21 days
16th year thru 23rd year	25 days
24th year and thereafter	28 days

Vacation accrual rates for full-time Confidential Professional titles are:

<u>Years of Service</u>	<u>Days of Vacation</u>
Start thru 4th year	17 days
5th year thru 7th year	20 days
8th year thru 15th year	24 days
16th year thru 19th year	27 days
Twenty years and beyond	28 days

Part-time employees receive a pro-rated number of days based on the number of hours worked each year.

Vacation accrual rate is based on years of service for both part-time and full-time employees.

Holidays

Employees receive eleven (11) calendar holidays as listed below:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth Day	Christmas Day
Independence Day	

Sick Leave

Full-time employees may earn the equivalent of 13 days of sick leave per year. Part-time employees receive a pro-rated amount.

Health Insurance

The City's current health carrier is Medica. There are four (4) deductible plans and one (1) co-pay plan. The cost to the employee depends on the plan chosen.

Retiree Insurance

City contribution for retiree insurance is \$300.00 per month for qualifying employees.

Severance Pay

Benefits based on years of service and sick leave accrual. Employees may earn up to a maximum of \$17,000 for severance. 105% of the severance pay will be contributed to a Post Employment Health Plan (PEHP).

Post Employment Health Plan

Employees with at least one (1) year of service shall be eligible for an Employer contribution of \$260.00 into a Post Employment Health Plan account for each eligible employee.

Deferred Compensation

All employees have access to a deferred compensation program. Employer match is available after one (1) year. Employer matches are available after a specified number of years of service.

Public Employees Retirement Association (PERA)

Eligible employees receive a generous matching contribution to employees' pre-tax contribution to the State of Minnesota's Public Employer Retirement Association defined benefit pension plan. Additional information can be found at: <https://mnpera.org/> or <https://member.mnpera.org/MemWeb.dll>

General

Other general benefits available to City employees include direct deposit of paychecks, reduced cost of monthly MTC bus passes and pre-tax flexible spending accounts for medical and daycare expenses.

This listing is a general summary of the benefits available to employees as provided by this bargaining unit contract and is not intended to convey all possible benefits or to be regarded as official. Specific details can be found within each individual bargaining unit contract. Prospective employees are encouraged to consult the appropriate bargaining unit contract. Contracts can be found on the Labor Relations web site which is located at <https://www.stpaul.gov/sites/default/files/2023-10/EG81-contract.pdf>

An Affirmative Action Equal Opportunity Employer

Updated: 01/01/2024