

**Laborer, Driver, Heavy Equipment Classifications  
(Tri-Council)  
Benefit Fact Sheet for Prospective Employees**

**Vacation**

Vacation accrual rates for full time Laborer, Driver, Light/Heavy Equipment and Tree Trimmer (Tri-Council) titles are:

<u>Years of Service</u>	<u>Days of Vacation</u>
Start thru 4th year	13 days
5th year thru 9th year	17 days
10th year thru 15th year	20 days
16th year thru 23rd year	24 days
24th year and thereafter	27 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 and one personal floating holiday 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	One floating holiday

**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.

**Sick Leave**

Full-time employees earn the equivalent of 12 days of sick leave per year. Part-time employees receive a pro-rated amount.

## **Severance**

Benefits are based on years of service and sick leave credit accrual. Employees may earn up to a maximum of \$15,000 for severance depending on the plan/s for which they qualify. 105% of the severance pay will be contributed to a Post Employment Health Plan (PEHP).

## **Safety Shoes**

The City will contribute \$225.00 per year to employees required to wear safety shoes.

## **Uniforms**

Employees in specified titles are eligible for a uniform reimbursement.

## **Deferred Compensation**

All employees have access to a deferred compensation program. Employer matches are available after a specified number of years.

## **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>

## **Laborers Pension**

Effective July 1, 2022, \$0.80 per hour will be contributed to the National (Industrial) Pension Fund Preferred Plan for all straight time hours paid (regular, vacation, sick, compensatory time used or other paid leave), up to \$32.00 per week. This amount will be contributed in lieu of wages.

## **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's collective bargaining agreement 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 agreement. Prospective employees are encouraged to consult the appropriate bargaining unit agreement. Contracts can be found on the Labor Relations web site which is located at <https://www.stpaul.gov/sites/default/files/2023-08/EG71-contract.pdf>

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