



2026 Summary of Benefits for Non-Represented Management and Legislative Personnel

Welcome to employment with the City of Saint Paul! This information sheet provides a summary of some of benefits for full-time employees. For more information on our benefits, check out our [benefit handbook](#).

Vacation

A determination of the initial amount of vacation will be made at the time of hire based on your union contract, equivalent professional experience, and other factors. Vacation is accrued each pay period depending on the hours worked and up to 120 hours can be carried over into the next year.

<u>YEARS OF SERVICE</u>	<u># OF VACATION DAYS</u>
1 through 4 years	17 days
5 through 7 years	22 days
8 through 15 years	25 days
16 years and thereafter	29 days

Holidays

Employees receive eleven holidays as listed.

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

Personal Leave

Employees are eligible for six personal leave days (discretionary days) per year.

Paid Parental Leave

Employees with one year of service and 1250 hours are eligible for 8 weeks of paid parental leave.

Medical

Medica is the City's health insurance provider. There is no employee cost toward the premium for single health insurance (any plan) in the Non-Represented. The employee cost toward the premium for family health insurance varies according to the plan.

	\$2500 Elect	\$2500 Vantage	\$2500 Park Nicollet/HP	\$2500 Choice	Co Pay Choice
Single	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Family	\$256.68	\$256.68	\$255.14	\$284.86	\$366.88

Kavira

Included in the Medica plan offered by the City, Kavira delivers same day primary and urgent care through home visits and telehealth, with no copays, insurance hassles or surprise bills. Members can schedule visits, message providers, request refills and video chat through the app. Kavira is not a replacement for health insurance, but an added service to make care more accessible and convenient.

Dental

HealthPartners Dental offers the City of Saint Paul dental plans for employees and their families. All three plans include coverage for preventive services like routine cleanings.

2026 Plan Coverage	Preventive	Comprehensive	Comprehensive Plus
Single	\$0.00	\$22.72	\$26.58
Single + 1	\$0.00	\$44.61	\$52.27
Family	\$0.00	\$70.50	\$130.58

The City pays the cost of the preventive plan.

Vision

The VSP Advantage Materials Only Plan is a basic plan that provides up to \$150 allowance for new frames or contacts each calendar year.

2026 Plan Coverage	Rates
Employee Only	\$4.27
Employee + Spouse	\$8.55
Employee + Child(ren)	\$9.14
Employee + Family	\$14.61

Your health insurance plan will continue to cover your basic eye exam.

Hospital Indemnity

This benefit allows you to receive payments to help cover the cost of a hospital stay. These benefits are paid directly to you if you are admitted into a hospital for care or childbirth. Benefits are paid even if you have other coverage.

2026 Plan Coverage	Rates
Employee Only	\$15.08
Employee + Spouse	\$33.76
Employee + Child(ren)	\$22.97
Employee + Family	\$43.51

Life Insurance

100% of premium cost for an amount of coverage equaling 1.5 times the employee's annual salary is paid by the City. Additional life insurance above the amount is available for the employee, spouse, and dependents at a group rate after eligibility.

Other Insurances

- Short-Term and Long-Term Disability insurance are provided at City cost.
- Accidental Death and Dismemberment.

Deferred Compensation

The City offers two employer-sponsored tax deferred 457 compensation plans: the State of Minnesota's Deferred Compensation Plan and VOYA. Your contribution will be matched on a dollar-for dollar basis each year.

2026 Deferred Compensation Match	
Base Match	Healthy Saint Paul prior year participation (1,500+ points)
\$2500	\$4300

Severance

Benefits are based on a minimum of 15 years of service.

<u>YEARS OF SERVICE</u>	<u>AMOUNT</u>
15	\$10,000
25	\$20,000

Retiree Insurance

Employees with 20 years of service are eligible for a city contribution towards retiree insurance.

Post Employment Health Plan

Employees who are eligible for severance shall have their severance payment and unused vacation deposited into a Post Employment Health Plan.

Public Employees Retirement Association (PERA)

The Public Employees Retirement Association (PERA) is a lifetime income, cost-sharing retirement plan for Minnesota public employees. Employees in the Coordinated Plan contribute 6.5% of salary and the City contributes 7.5% of salary to PERA. Additional information can be found at: <https://mnpera.org/>.

Flexible Spending Accounts (FSA)

Medical, parking, and childcare expenses can be paid out of “pre-tax” dollars through flexible spending accounts. The City pays the administrative costs associated with FSAs.

Subsidized Metro Bus Plan

The City subsidizes a significant portion of bus passes for employees working downtown.

Public Service Loan Forgiveness (PSLF)

Government employees may be eligible for the PSLF Program. The PSLF Program forgives the remaining balance on your Direct Loans after you’ve made the equivalent of 120 qualifying monthly payments under an [accepted repayment plan](#).

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 website which is located at: [Contracts | Saint Paul Minnesota \(stpaul.gov\)](#)

Affirmative Action Equal Opportunity Employer

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