



# Employee Benefits Summary - 2026

## Full-Time Staff

### Holidays

All full-time employees are entitled to 11 paid holidays per year. These holidays are:

- \* New Year's Day
- \* Martin Luther King, Jr. Day
- \* President's Day
- \* Memorial Day
- \* Juneteenth
- \* Independence Day
- \* Labor Day
- \* Veteran's Day
- \* Thanksgiving Day
- \* Friday after Thanksgiving
- \* Christmas Day

### Vacation

All full-time employees are eligible for the following vacation:

| <u>Years of Service</u> | <u>Annual Accrual</u> |
|-------------------------|-----------------------|
| 6 Months                | 40 hours              |
| 1-4 Years               | 80 hours              |
| 5-9 Years               | 120 hours             |
| 10+ Years               | 160 hours             |

### Sick Leave/ESST

Full-time employees earn 8 hours of sick leave/ESST per month. Sick leave/ESST may be accumulated to a maximum of 240 hours.

### Payroll Periods

City employees are paid every other Friday, with actual pay lagging performance by one week.

### Direct Deposit

The City has direct deposit for your paycheck. Your check will automatically be sent to your bank, and it will be deposited in your account payday morning. You will receive summary of all of the other data that you would normally receive with you paycheck, such as the amount you earned, and all the deductions taken from your check.

### Pension Benefits

The Public Employees Retirement Association (PERA) provides for retirement benefits for public employees. You may retire after you reach age 55 and have at least three (3) years of public service. Your retirement benefit will be determined by a specific formula based on the number of years you contribute to PERA, your

age, and your average salary over the five (5) highest successive years you contribute. This benefit is funded both by your contributions and by contributions made by the City. The amount of that contribution is determined by what employee group you are part of. If you are a member of the Coordinated Fund (which applies to most City employees), **your contribution is 6.5%, and the City's contribution is 7.5%** of your salary. If you are a member of the Policy and Fire fund, your contribution is 11.3% and the City's contribution is 17.7% of your salary. <https://mnpera.org>

**Minnesota Deferred Compensation Plan**

An employee can elect to contribute to a plan for supplemental retirement through the Minnesota Deferred Compensation system. Employees can choose to have funds deducted through payroll for either the Pre-Tax savings program or the Roth After-Tax savings program. [Minnesota Deferred Compensation Plan > Plan Overview | Minnesota State Retirement System \(MSRS\)](#)

**Insurance Benefits – Health and Dental**

Full-time employees qualify for up to \$840 per month employer-paid contribution to single member health and dental insurance OR up to \$1,200 per month for family coverage on the first day of employment. Any portion that remains of the \$840 OR \$1,200 per month after the payment of health and dental premiums may be used by the employee for the purchase of other supplemental insurance or contributed to a Health Savings Account. The City works with the Public Employees Insurance Program (PEIP – administered by Innovo), and employees can select from available coverage options and primary care clinic. See the City Administrator for further information. [www.innovomn.com](http://www.innovomn.com)

**2026 Health Insurance Premiums**

| <b>Health Insurance Type</b> |        | <b>Monthly Premium</b> |
|------------------------------|--------|------------------------|
| High Option – Traditional    | Single | \$822.18               |
| High Option – Traditional    | Family | \$2,190.24             |
| HSA Compatible               | Single | \$567.34               |
| HSA Compatible               | Family | \$1,508.86             |

**2026 Delta Dental Insurance Premiums**

|        | <b>Monthly Premium</b> |
|--------|------------------------|
| Single | \$42.60                |
| Family | \$101.51               |

**Insurance Benefits – Other**

All full-time employees are eligible for \$50,000 of life insurance and State-standard MN Paid Leave benefits.

**Tuition Reimbursement**

Job-related educational programs from an accredited institution may be eligible for reimbursement up to \$1,500 per year per employee as approved by the City Administrator.