

EMPLOYEE BENEFITS

Benefits for Washington County Employees

12 Paid Holidays 	Paid Time Off (PTO) 	PTO Cash Out 	Great Insurance Packages 	Pension and Retirement 	Minnesota 529 College Savings Plan 
Diversity, Equity and Inclusion (DEI) 	Employee Resource Groups (ERGs) 	Employee Assistance Program 	Evolution-Mental Health 	Wellness Initiatives (WIN) 	Financial Wellness 
Tuition Reimbursement 	Learning Partnerships (tuition discounts) 	Public Service Student Loan Forgiveness 	Life and Travel Assistance 	Fitness Discounts 	MERSC Discounts 

12 Paid Holidays: New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, One Floating Holiday.*

Paid Time Off (PTO): Accrual starting at 160 hours/20 days up to 288 hours/36 days a year. Temporary, seasonal, and part-time employees under 0.35 FTE earn 1 hour PTO for every 30 hours worked up to 48 hours a year. *The LELS Deputies have Vacation and Sick Time versus PTO.*

PTO Cash Out: Employees may elect to cash out a designated number of hours of PTO annually, subject to IRS regulations and in accordance with county policy.*

Great Insurance Packages: The Cafeteria Benefit Plan gives employees an opportunity to design a benefit package that fits their personal needs and goals. Employees whose FTE is .50 or greater are eligible to participate. Benefit package includes:

- Medical plans, two of which are High Deductible Health Plans that come with a Health Savings Account (HSA) option and contribution from the county ranging from \$1,300 - \$2,200 annually. Our health plan covers in-network preventive care at 100 percent. This includes one eye exam per year and preventive dental expenses, such as exams and cleanings.
- Voluntary Dental
- Voluntary Vision
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account
- Basic life provided at no cost to the employee
- Additional life for employee, spouse and dependents can be purchased.
- Accidental Death and Dismemberment (AD&D) coverage may be provided at no cost to the employee.*
- Long Term Disability (LTD) at a 60% income replacement level to a \$7,000 per month maximum benefit provided at no cost to the employee.*
- Short Term Disability is available that provides income replacement if you are unable to work due to pregnancy or a non-work-related injury or illness, available in the amount of 66 2/3% of your salary.

Pension and Retirement: In addition to Social Security, county employees are covered by the State of Minnesota Public Employees Retirement Association (PERA), a

defined benefit retirement/pension plan. Other retirement investment options include:

- Voluntary participation in two \$457(b) deferred compensation plans through payroll deductions on a pre-tax and/or post-tax basis: MNDCP and Nationwide.
- Participation in a Health Care Savings Plan (HCSP). The HCSP is an employer-sponsored program that allows employees to save money, tax-free, to use upon separation from Minnesota Public Employment, retirement, and/or when collecting disability benefits from PERA.*

529 College Savings Plan: A tax-advantaged way to save for college, through MNSaves, where you save and invest your hard-earned dollars. The Minnesota 529 College Savings Plan can make saving for higher education easy.

Diversity, Equity and Inclusion (DEI) Program:

A countywide, comprehensive system of education, projects and services intended to build the organization's intercultural competence and capacity to deliver equitable services and outcomes, without disparities, for all our residents and customers. Each department has an Equity Change Team charged with implementing the county's DEI strategic plan through best practice, data informed examinations of activities to eliminate disparate outcomes for our customers and our community.

Employee Resource Groups (ERGs): Network of employees who help drive results and act as catalysts to build a workplace culture of inclusion, equity, and diversity.

Employee Assistance Program: Six free and confidential counseling sessions for coping with loss, financial stress, depression, family issues and much more.

Evolution - Mental Health: A comprehensive short-term counseling program, offered through HealthPartners, providing a flexible and tailored approach with an uncapped number of sessions to support you and your entire household.

Wellness Initiative (WIN): The wellness program offers a variety of features which includes a health evaluation, health risk assessment, and healthy behavior programs. Eligible employees can earn incentives such as Washington County Park Passes and eight hours PTO for successful completion of WIN program objectives.

Financial Wellness: A program to help guide you in the right direction with your financial questions where you can connect with a financial advisor for free.

Tuition Reimbursement: Reimbursement up to \$5,250 annually for educational experiences that will improve performance and allow for career growth.

Learning Partnerships (tuition discounts): Washington County has partnered with the following colleges to offer tuition discounts for select programs and professional development opportunities:

- Bethel University - www.bethel.edu/admissions/
- Concordia University - <https://info.online.csp.edu/partnerships/>
- Hamline University - www.hamline.edu/admission-aid/financial-aid/grants-scholarships/graduate/learning-partnership-discounts
- St. Catherine University - www.stkate.edu/admission-and-aid/corporate-partnership-program
- St. Mary's University - www.smumn.edu/admission

Public Service Student Loan Forgiveness (PSLF):

PSLF offers potential loan forgiveness to employees with student debt. Once you make 120 payments on your debt while being employed with a qualified employer, balances on eligible loans may qualify for loan forgiveness. <https://studentaid.gov/pslf/>

Life and Travel Assistance: Estate Planning, Financial Planning, Health & Wellness Information, Identity Theft Prevention and Advanced Funeral Arrangement Planning. Travel assistance is available when you travel more than 100 miles from home, including internationally.

Fitness Discounts: A variety of options for HealthPartners members. Wellbeats, and Active&Fit Direct are all available to employees who are enrolled in the county's medical insurance.

MERSC Discounts: A wide variety of added discounts for cellular service providers, travel, hotels, entertainment and much more through MERSC.

Statements in this synopsis are not to be considered binding upon the county except when they are restatements of terms and conditions of employment as contained in labor agreements. This synopsis may be revised from time to time as Washington County deems appropriate without prior notice. This synopsis of county Benefits does not constitute a contract.

*Some benefits may vary based on bargaining unit and FTE.