



FULL-TIME EMPLOYEE BENEFIT INFORMATION 2023

GROUP HEALTH INSURANCE (Medica)

The City provides a high-deductible group health insurance plan. The employee's cost of coverage is determined by either single or family coverage. The City contribution is set each year by the City Council. In 2022, the City contributes 60% of the premium.

Insurance Plan	Monthly		
	Insurance Premium	City Contribution	Employee Contribution
Single	\$619.50	\$371.70	\$247.80
Family	\$1,547.70	\$928.62	\$619.08

HEALTH SAVINGS ACCOUNT

As part of the City's group health insurance plan, the City contributes to a Health Savings Account (HSA). The funds may be used toward qualified medical, dental, prescription, vision, and/or orthodontic expenses. The contribution rate is set by the Council each year. For 2023, the City contributes \$1,800.00 in installments throughout the year (Pro-rated based on date of hire).

Employees may elect additional contributions to be withheld from their bi-weekly check, on a pre-tax basis.

GROUP PEDIATRIC DENTAL INSURANCE (Delta Dental)

The City provides group pediatric dental insurance to those employees with dependents under age 19. The contribution rate is the same as the Group Health Insurance contribution (City - 60%; Employee - 40%).

	Monthly		
	Insurance Premium	City Contribution	Employee Contribution
Dependents under age 19	\$35.20/child <i>\$47.50</i>	\$21.12/child <i>\$28.50</i>	\$14.08/child <i>\$19.00</i>

MINNESOTA STATE RETIREMENT SYSTEM

The Minnesota Deferred Compensation Plan (MNDCP) is a voluntary personal savings plan offered by the City of Arlington. It's an easy way to supplement any post-employment income you will receive from your Minnesota public pension and Social Security benefits. If you make pre-tax contributions, you don't pay federal or state income taxes until you withdraw them from your account.

LIFE INSURANCE

The City pays for a term-life insurance policy of \$20,000. Employees may opt for additional coverage at group rates for themselves, spouse and/or child(ren).

SHORT-TERM DISABILITY

The City pays the premiums for a \$100/week disability benefit.

WORKERS' COMPENSATION

The City provides Workers' Compensation insurance at City cost as required by law for work-related disabilities and injuries.

PENSION PLAN

The City participates in the Public Employees Retirement Association (PERA) to provide pension benefits for its eligible employees. Both the City and the employee contribute to PERA each pay period as determined by state law.

PAID TIME OFF

Full-time employees accrue Paid Time Off (PTO) at the rates listed below with a lump sum credited in January and an amount credited each pay period on a calendar year basis. PTO benefits shall not be available for use until the employee has satisfactorily completed the first six months of their Probationary Period.

<i>Years of Service</i>	<i>Annual Accrual</i>	<i>January Accrual</i>	<i>Per Pay Period Accrual</i>
After Probation-2 years	136 Hours	32	4
3 – 5 Years	160 Hours	56	4
6 – 10 Years	196 Hours	96	4
11-15 Years	216 Hours	112	4
16-20 Years	232 Hours	128	4
21 Years	256 Hours	152	4

HOLIDAYS

The City observes the following holidays for all regular, full-time employees:

New Year’s Day	January 1
Martin Luther King, Jr. Day	3 rd Monday in January
Presidents’ Day	3 rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1 st Monday in September
Veterans’ Day	November 11
Thanksgiving Day	4 th Thursday in November
Day after Thanksgiving Day	Friday following Thanksgiving Day
Christmas Day	December 25

If the holiday falls on a Sunday, the following Monday will be the “Observed” holiday.

If the holiday falls on a Saturday, the preceding Friday will be the “Observed” holiday.

AFLAC

An employee may choose from several supplemental insurance options available at the employee’s cost pre- and post- tax.