

Kanabec SWCD – Benefits Summary 1/2024

Health Insurance Plans

District Pays \$704 /mo. / employee toward health ins./costs, any overage goes into an HSA account

Monthly Premiums:

		<u>High</u>	<u>Value</u>	<u>HSA</u>
	Single	\$900.00	\$808.54	\$627.74
	Family	\$2,402.60	\$2,158.28	\$1,675.82
			<u>Preventive (if eligible)</u>	<u>Comprehensive</u>
<u>Dental Insurance:</u>	Single	\$12.45		\$42.60
	Family	\$37.71		\$101.51

Deductibles and co-pays depend on the level of clinic you choose.

Can choose from three networks: Blue Cross/Blue Shield, Health Partners, Preferred One

Premiums come out of gross wages, pre-tax.

Supplemental Life Insurance – employer pays for a \$10,000 life insurance policy.

Basic coverage includes \$10,000 life insurance policy. Can increase the amount in increments of \$1,000 for the monthly rates below:

<u>Age</u>	<u>Rate</u>
<35	\$0.11
35-39	\$0.13
40-44	\$0.17
45-49	\$0.26
50-54	\$0.44
55-59	\$0.71
60-64	\$0.79
65-69	\$1.49

Retirement: -

Automatically enrolled in **Public Employee Retirement Association (PERA)** coordinated pension plan

Employee contributes 6.5% of gross wages

District contributes 7.5 % of gross wages

Optional to enroll in **Nationwide Retirement Solutions** deferred compensation program (DCP)

(optional employee paid pre-tax)

Known as a 457 plan (similar to a 401(k)) – annual contribution limit \$20,500

Employee contributes money in any amount per paycheck

Employee determines desired investment options

All contributions are tax deferred - you will pay income tax on withdrawals. Contributions are subject to Social Security and Medicare withholdings.

Teleworking options eligible.

Leave Categories:

- Compensatory Time – employees eligible to receive time and a half per each hour over 40 hours worked in a week.
- Sick Leave - new employees earn 4 hours of annual leave at the end of each 80 hour pay period. This follows the 2023 Earned Sick and Safe Time guidance, detailed out in our Employee Handbook.
- Holiday Leave – 12.5 days of holiday per year
- Annual Leave – Regular employees are credited with annual leave at the end of each 80 hours in pay status in a bi-weekly pay period. See the below annual leave accrual rates for each year of service range.

ACCRUAL RATES:

Years of service Hours earned

0 through 3	4 hours
3 through 5	5 hours
5 through 10	6 hours
10 through 15	7 hours
15 through 20	8 hours
After 20	9 hours