

2023 employee benefits summary

Hennepin County embraces the Total Rewards philosophy. This means offering our employees advantages and opportunities not found at most places. This includes meaningful work, competitive pay, work-life balance, generous benefits, opportunities to grow, and a commitment to your success.

Health & wellness programs

Health & wellness programs are effective the first of the month following your date of hire.

Health

Medical and prescription coverage for you, your spouse and/or your children up to age 26 (or older if disabled).

- You and the county share the cost of coverage
- 100% coverage of preventive care and mental health office visits, no deductible, and low or no copays

Dental

Dental coverage for you and your family.

County-sponsored:

- You and the county share the cost
- Coverage administered by HealthPartners
- 100% coverage of preventive care
- Includes Little Partners benefit, covering 100% in-network services for children 12 and younger

Union-sponsored:

Some union positions include dental coverage, administered by AFSCME, as part of union dues. You will receive information from your union, if eligible.

Vision

Covers glasses and contacts for you, your spouse and/or your children up to age 26 (or older if disabled).

- You pay the cost of coverage
- Coverage insured by EyeMed
- Eye exams not covered; they may be covered by your medical plan

HealthWorks wellness program

Program to help employees, dependents and retirees focus on their wellbeing.

- Maintain or improve your health
- Manage chronic disease (e.g., diabetes, hypertension, etc.)
- Manage conditions (e.g., anxiety, insomnia or substance use, etc.)
- Earn wellness incentive to reduce office visit copays
- Trade sick leave or paid time off for health club memberships, exercise equipment, or weight loss program fees (up to \$3,000 per year)

Employee assistance program

Free and confidential support to help you and your household members manage challenges at work or at home

- Support for family, financial, legal, and other concerns
- Short-term counseling and referral services

Life & disability insurance

County-paid life & disability programs are effective the first of the month following your date of hire.

Life insurance

Provides a lump sum payment in the event of your death, or the death of your covered spouse/domestic partner or child(ren).

- The county provides \$50,000 of basic life insurance and \$50,000 of accidental death & dismemberment coverage for the employee at no cost
- If eligible, you can buy additional employee life insurance of up to \$500,000 (\$100,000 coverage available to new hires without evidence of insurability)
- You can purchase life insurance coverage for your spouse, domestic partner, and dependent children

Short-term disability

Replaces a portion of your income if you are sick or injured and unable to work (due to a non-work-related event) for up to 90 days.

- Employees with 30 or more standard hours can enroll
- You are responsible for the cost of coverage
- You choose a waiting period of 7, 14, 30 or 45 days
- You must use all sick leave before short-term disability benefits begin paying; you may keep up to 80 hours of other paid leave time

Long-term disability

Replaces a portion of your income if you are sick or injured and unable to work (due to a non-work-related event) for longer than 90 days.

- Employees with 30 or more standard hours are eligible
- Coverage is provided automatically at no cost to you
- Benefits begin after a 90-day waiting period

Expense and spending accounts

Expense and spending accounts are effective the first of the month following date of your hire.

Set aside pre-tax money from your paycheck for certain health, dependent care or adoption expenses.

- You determine each year how much to set aside
- Funds are excluded from Medicare and Social Security tax, which increases your take-home pay
- Contributions are subject to IRS "use it or lose it" rules

Retirement

Retirement programs are effective immediately.

Public Employees' Retirement Association Pension Plan (PERA)

A required state pension plan that will pay out a monthly payment when you retire based on your age, earnings and years of service.

- You are automatically enrolled
- You and the county both pay into the plan, based on your plan rules:
 - Coordinated (most employees) – employee: 6.5% / county: 7.5%
 - Correctional – employee: 5.83% / county: 8.75%
 - Police and fire – employee: 11.3% / county: 17.7%

Retirement savings plan

An optional plan, also known as the 457(b) deferred compensation plan, that allows you to save additional money for retirement.

- Save up to \$22,500 each year in pre-tax or after-tax money (up to \$33,000 if you are age 50 or older)
- Choice between three plan administrators: Voya, Fidelity or Minnesota Deferred Compensation Plan

Health care savings plan

A required public employee-sponsored program that allows you to save pre-tax money to pay medical expenses and insurance premiums after you leave the county.

- Available for most non-union and union employees; position and bargaining unit determines who can participate

Paid time away

Time off programs are effective upon your date of hire.

Paid time off (PTO)

One bank of paid time away to rest and recharge, recover from illness, or take care of your personal needs.

- Available to non-union and some union employees
- Earn paid time off based on years of service:
 - 0-5 years: 22 days
 - 5-8 years: 25 days
 - 8-12 years: 28 days
 - 12-18 years: 30 days
 - 18+ years: 33 days

You can save up to 480 hours of PTO before you stop accruing additional hours.

Employees in unions with contracts not yet settled may earn vacation/sick leave instead of PTO.

Holidays

Eligible employees receive 12 paid holidays, including one floating leave day with pay each year, which can be used at any time during the year.

Part-time/other employees

- Certain part-time employees earn paid time off based on number of hours worked (e.g., an employee who works half time earns half the paid time off days of a comparable full-time employee)
- Rules may differ for union employees and grant-funded employees

Paid parental leave

Paid time off for parents to bond with a new child (new birth or adoption).

- 12 weeks (up to 480 hours) of paid parental leave; pro-rated based on your standard work hours
- Covers 100% of employees' regular pay

Commuting

You can use pre-tax payroll deductions for work-related transportation expenses.

MetroPass

- Unlimited rides on metro-area buses and light rail
- \$3.25 toward each ride on NorthStar commuter train
- The county pays 70% of the cost
- Your pre-tax cost is \$24.90 per month

Go-to card

- Provides rides on metro-area buses and light rail
- You buy cards in pre-determined amounts (e.g., \$10, \$20, \$30); the county pays 70% of the cost

Parking expense account

- Set aside up to \$280 each month to pay for parking in lots or at parking meters
- Reimbursement claims must be submitted within 180 days



Learn more

Visit Hennepin County's HR portal, The Bridge, for more information about the Total Rewards available to employees.

Employee perks and discounts

Discounts

Reduced prices on services, tickets, and retail purchases. For more information, visit [mersc.org](https://www.mersc.org).

Home office connectivity payment

After completing six months of employment, remote and hybrid employees will receive a one-time payment of \$500 to offset the cost of setting up high-speed internet or other home office needs.

Loan forgiveness program

Employees with federal student loans may be able to get relief from their remaining debt. For more information, visit studentaid.gov (select Loan Forgiveness > Public Service Loan Forgiveness)

Minnesota Benefits Association

Access to benefits such as scholarships, auto lease and purchase program, auto insurance, pet insurance, and long-term care insurance. Visit minnesotabenefitassociation.org for more information.

Minnesota college savings plan

Save for your child's college education with payroll deductions to the state of Minnesota's Section 529 college savings plan. Visit mnsaves.org for more information.

New Horizon Academy child care

Discounts at New Horizon Academy offering accredited childcare for children up to age five.

Mobile phone plan discount

Receive a discounted rate with some mobile providers, including Sprint, AT&T, Verizon, and T-Mobile.

Retention pay

You are eligible for retention pay after you complete five years of full-time employment.

- Paid as a lump sum each December
- The amount of pay is based on your years of employment and ranges from \$400 to \$1,200

Travel emergency assistance

You and your dependents receive 24/7 travel assistance when you are more than 100 miles from home.

- No cost to employees
- Services include referral assistance, transportation, and evacuation

Tuition reimbursement

Receive up to \$5,250 each year to cover tuition expenses for job-related classes, online courses seminars and workshops from accredited colleges, universities, or other approved organizations.

Eligibility for benefits

- Permanent or probationary employees
- Regular (non-temporary) positions
- Standard hours of 20 or more per week
- Some temporary positions have benefits such as limited duration positions that last more than six months with standard hours of 20 or more per week
- Some benefits for part-time employees are pro-rated based on standard hours
- Under the Affordable Care Act, health insurance is offered to limited duration positions of six months or less, with standard hours of 30 or more per week

More information

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This is a summary of the Hennepin County benefits program. It highlights the main provisions of Hennepin County benefit plans, which are subject to the terms of the official Plan Documents and insurance policies and may be modified from time to time. A more complete summary of all benefit plans is provided in the Summary of Benefits and Coverage. Where this summary and the official Plan Documents vary, the official Plan Documents are the final authority. This brochure (nor its related documents) is not an employment contract or any type of employment guarantee and is not a guarantee of benefits.

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