



# RAMSEY-WASHINGTON

## METRO WATERSHED DISTRICT

### EMPLOYEE BENEFITS SUMMARY

January 2024

RWMWD offers a generous compensation package beyond salary for its permanent employees. Below is a summary of the benefits and the district's contribution to those benefits.

- **HOLIDAYS** – 13 paid holidays.
- **VACATION TIME ACCURAL** – as a new employee you will earn 4.0 hours of vacation time per pay period or 13 days per year that can also be carried over to a maximum of 25 days accrued. Vacation time accrual increases after 5 and 10 years of employment.
- **SICK LEAVE ACCURAL** – All full time employees receive 4.0 hours per pay period of sick leave that can also be carried over to a maximum of 800 hours accrued.
- **MEDICAL LEAVE** – Up to 12 weeks of leave for all medical conditions protected under the [Family Medical Leave Act](#).
- **RETIREMENT** – RWMWD employees are automatically enrolled in the [MN Public Employee Retirement Association \(PERA\) Plan](#). Employees are required to contribute 6.5% of their salary to the retirement plan and RWMWD contributes 7.5% of your salary. In addition, we offer the [MN Deferred Compensation 457 Plan](#) for voluntary participation.
- **HEALTH INSURANCE**
  - **MEDICAL** - RWMWD offers a high deductible plan that also has an accompanying health savings account (HSA). The district pays 100% of the insurance premium for a single employee and 80% of the insurance premium for eligible family members including domestic partners. The district contributes to the HSA at rate of 50% the federal maximums (for 2024, \$2,075 for singles and \$4,150 for families). The employee may choose to have paycheck deductions to contribute the remaining 50%.
  - **DENTAL** – RWMWD pays 100% of the insurance premium for single employee and 80% for eligible family members.
- **LIFE INSURANCE** – 100% district paid life and accidental death and dismemberment insurance equal to one times your annual salary up to \$50,000. Supplemental insurance is available for purchase by the employee.

- **SHORT TERM DISABILITY INSURANCE** – 100% district paid short-term disability insurance equal to 60% of your salary up to \$1,500/week after a 1 day if accident or 8 day if illness waiting period.
- **LONG TERM DISABILITY INSURANCE** – 100% district paid long-term disability insurance equal to 60% of your salary up to \$5,000/month after a 90 day waiting period that is in conjunction with the short-term disability benefit.
- **CELL PHONE REIMBURSEMENT** – full time employees are eligible to a monthly cell phone use stipend of \$40/month.
- **LOGO MERCHANDISE ALLOWANCE** – a district logo shirt and winter jacket will be provided to new employees as a gift. Employees are allowed a yearly \$50 allowance to purchase additional logo items. Above the \$50 allowance, employees may purchase items at a 50% discount.
- **FIELD STAFF CLOTHING** – Eligible employees may request up to \$100 per year in reimbursement for field clothing needs. Additional benefits for employees required to wear steel toed boots is available.
- **FITNESS REIUMBURSEMENT** – Employees are eligible for a 50% reimbursement up to \$200 each year for items related to fitness including equipment, tracking devices, gym memberships and classes.