

**Leave Benefits**

- 96 hours paid vacation per year, increases over time
- 8 hours paid sick leave per calendar month
- 12 paid holidays per calendar year
- 1 personal day per calendar year

**Additional Benefits**

- Health Flexible Spending Account
- Employer/employee paid pension through PERA
- Employee assistance program
- Longevity pay after five years of service
- Cell phone discounts with participating vendors
- St. Cloud Federal Credit Union deductions
- Deferred compensation plans

**Health Insurance**

For general AFSCME union employees, employer will pay 100% of the monthly premium for single insurance coverage and 90% of the monthly premium for family insurance coverage. 2017 rates are reflected below:

	Monthly Premium	90/10 Employees
<b>HEALTH INSURANCE</b>		
<b>Health Partners Plan 1 (\$25 Co-Pay Plan)</b>		
Single	\$664.06	\$0.00
Family	\$1,778.50	\$177.85
<b>Health Partners Plan 2 (80/20 Plan)</b>		
Single	\$818.96	\$0.00
Family	\$2,221.95	\$222.19
<b>Health Partners Plan 3 (HPHD/HSA)*</b>		
Single	\$528.29	\$0.00
Family	\$1,415.84	\$141.58
<b>DENTAL INSURANCE</b>		
<b>Delta Dental</b>		
Single	\$47.93	\$0.00
Family	\$121.49	\$12.15

**Wellness Program**

The City's Wellness Program is designed to be an employee-centered program to promote healthy living by educating, motivating and assisting employees to reduce health risks. The long-term goals of the Wellness Program are to improve employee's quality of life, to decrease health care costs and to increase employee morale and productivity. The program rewards eligible employees with incentives for participation in wellness activities.

\*Year 2016 rates and benefits listed. This information and rates are subject to change. For a complete explanation, please contact the Human Resources Office.