

Summary of Benefits for Full-Time Ramsey County Employees

BENEFIT	WHO PAYS	WHEN YOU BECOME ELIGIBLE	WHAT YOU RECEIVE
Leave			
▪ Holidays	County	Upon employment	11 paid holidays per year: New Year's, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving, Day after Thanksgiving, Christmas Day
▪ Vacation Leave	County	Accrue upon employment; Use after successful introductory period	Year 1-5: 8 hours/month Year 6-12: 12 hours/month Year 13-20: 14 hours/month Year 21 years and over: 16 hours/month; 240 hours annual carryover
▪ Sick Leave	County	Accrue upon employment; Use after successful introductory period	Accrues at the rate of 8 hours per month of employment; unlimited accumulation.
▪ Funeral Leave	County	Upon employment	In case of death in immediate family of employee or spouse; Up to 5 days paid time off to arrange and attend funeral.
▪ Jury Duty	County	Upon employment	Up to two weeks.
▪ Military Duty	County	Upon employment	Full compensation during first 20 days of annual military duty.
Insurance - County Provides			
▪ Health	County	Upon employment	Includes fully paid single or family plan for hospital, surgical, medical and prescription group coverage.
▪ Vision	County	Upon employment	Includes fully paid single vision care plan that allows employee to purchase frame and lens at a discount from selected vendors. Employee may purchase spouse and dependent coverage.
▪ Dental	County	Upon employment	Includes fully paid single dental care plan that allows employee to acquire dental services from preferred providers. Employee may purchase spouse and dependent coverage.
▪ Life	Payroll deduction	Starts first day of month after employment date	Includes \$7,000 term insurance. You may purchase supplemental insurance including spouse and dependent coverage.

Azurance Group Voluntary Insurance - Payroll Deduction			
▪ Long Term Disability	Payroll deduction	Upon employment	Provides income to employees unable to perform job duties because of long term illness or accident occurring after date of employment. May be subject to 6-month waiting period.
▪ Cancer and Hospital Indemnity	Payroll deduction	Upon employment	Optional coverage for cancer or hospital stay
▪ Flexible Spending Accounts	County pays costs of administration Payroll Deduction	Upon employment	Optional plan allowing employee to pay medical and dependent care expenses with pre-tax dollars.
Aflac Voluntary Insurance – Payroll Deduction			
Supplemental Insurances: Short-term Disability Cancer Hospital Confinement Accident Critical Illness Additional Choices	Payroll deduction	Upon employment	Optional plans available.
Retirement			
Plan	County contributes 7.12% of your salary to the Public Employees Retirement (PERS) plan and employee contributes 7% through payroll deduction.	Upon employment	NDPERS Plan - Normal retirement benefit at age 65. Death benefit for beneficiary.
457B	Payroll Deduction	Upon employment	Nationwide. Save more for your retirement with a Pre-Tax or Roth contribution.
Other Benefits			
▪ Employee Assistance Program (EAP)	County	Upon employment	Free, confidential professional help for personal problems through the Village; Coverage includes all household members.
▪ Workers Compensation	County	Upon employment	Compensation for job-related injury or death. Covers medical expenses for job-related injury or illness.

Ramsey County provides these benefits in compliance with Federal and State regulations and in the interest of creating a working environment which complements the vision of the County: To be the region’s premier employer providing high quality public services.