

TOTAL REWARDS GUIDE

ramseycounty.us/Jobs



*Comprehensive
benefits for the
wellbeing of you
and your family.*

Work-life balance

Meaningful purposeful work

In a diverse workforce, serving the residents of Ramsey County.

Flexible workplace options

On-site, hybrid and drop-in locations for qualifying positions.

Vacation time

Vacation hours are accrued based on years of service ranging from 12 to 25 days per year subject to a maximum. Vacation hour accrual is pro-rated for part time employees.

Holiday pay

- 11 scheduled holidays.
- One floating holiday.

Parental leave

Up to three weeks of 100% paid parental leave to an eligible guardian. Other paid time may also be used to extend this leave.

Employee assistance program

Free and confidential assessments, referrals and counseling for employees and their family members 24/7. Assistance with legal, financial, family and marital, loss and grief, substance abuse, stress and time management, life changes and transitions and much more.

Sick time

All employees accrue paid sick time to support a healthy work-life balance. Sick time can be used for a variety of reasons, including:

- Mental or physical wellbeing.
- Care of a child, family member or household member.
- Birth or adoption.
- Closure of child or elder care facility.

Employee resource groups

Help employees build connections through common bonds with colleagues. For example:

- Asian Descent Network
- Black Excellence
- PRIDE: LGBTQUIA+
- Supported Employees
- ¡Voces!

Health and wellness

Ramsey County offers medical, dental and vision benefits with flexible options to fit your unique needs. Additional wellness programs and discounts are also available.

County and employee contributions for 2025 costs listed below are subject to change pending county board approval.



Medical

Coverage is provided by Blue Cross Blue Shield. 1-800-348-0582. Full time rates shown. Part time rates are pro-rated.

Plan	Monthly Contributions	Single	Employee + Spouse	Employee + Child(ren)	Family
Preferred Plan <i>High Value Network</i>	County	\$1009.30	\$1,829.49	\$1,916.61	\$2,909.97
	Employee	\$53.12	\$401.60	\$420.72	\$596.02
Broad Plan <i>Aware Network</i>	County	\$912.13	\$1,653.36	\$1,732.02	\$2,629.82
	Employee	\$48.01	\$362.93	\$380.21	\$538.64
High Deductible Plan <i>Aware Network</i>	County	\$780.57	\$1,415.37	\$1,482.72	\$2712.15
	County (HSA)	\$60	\$125	\$125	\$125
	Employee	\$41.08	\$310.69	\$325.49	\$461.07

A Healthy Benefits program provides up to \$240 per year for wellness activities for each enrolled employee and spouse.

Dental

Coverage is provided by MetLife, PDP Plus Network. 1-800-GET-MET8. Full time rates shown. Part time rates are pro-rated.

Plan	Monthly Contributions	Single	Employee + Spouse	Employee + Child(ren)	Family
Select Plan	County	\$20.64	\$33.38	\$36.86	\$67.60
	Employee	\$20.64	\$33.38	\$36.86	\$55.30
Open Plan	County	\$18.79	\$30.50	\$33.44	\$61.65
	Employee	\$18.78	\$30.50	\$33.42	\$50.44

Vision

Coverage is provided by VSP. 1-800-877-7195. Full time rates shown. Part time rates are pro-rated.

Plan	Monthly Contributions	Single	Employee + Spouse	Employee + Child(ren)	Family
Advantage Plan	Employee	\$5.84	\$11.70	\$12.50	\$20

Financial well-being

Ramsey County offers a wide range of benefits and access to additional services to help employees achieve both short-term and long-term financial sustainability.



Pension

New employees become vested after three years. Police and Fire union employees are vested after 10 years.

PERA Plan	County contribution	Employee contribution
General	7.5%	6.5%
Correctional	8.75%	5.83%
Police/Fire	17.7%	11.8%

Deferred compensation

Deferred compensation (457(b) account) with employer match.

Transit and parking

- Metropass Program - county-paid monthly bus and light rail pass for commuters.
- Discounted or free parking at certain locations.
- Pre-tax flexible spending accounts for parking/transportation expenses.

Tuition and loan forgiveness

- Tuition reimbursement, up to \$4,000 per year.
- County employment qualifies as a public service organization for the Public Service Loan Forgiveness Program.

Long-term disability

County provides 40% income replacement after six months of disability up to \$5,000 per month maximum. Option for employee to buy up to 60% coverage, up to \$7,500 per month maximum.

Short-term disability

Optional short-term disability coverage provides 60% income replacement with 30, 60 or 90-day waiting period.

Health savings and spending plans

- Optional pre-tax health and dependent care spending accounts for eligible expenses.
- Mandatory 1% gross salary contribution pre-tax to Retirement Health Care Savings Plan.

Life insurance and other assistance

County provides basic life coverage equal to annual salary, up to \$50,000. Option to purchase additional supplemental and accidental death coverage for employee, spouse and dependents.

Lifestyle benefits are available to all employees and their families at no additional cost, including legal, financial and grief resources, legacy planning, will preparation, beneficiary counseling and travel assistance.