

TOTAL REWARDS GUIDE

Comprehensive benefits for the well-being of you and your family.

ramseycounty.us/Jobs



Paid time off

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.

Sick time

Sick hours are accrued at a rate of three weeks per year, pro-rated for part time employees. Accrued sick leave can be used for:

- Medical/dental care.
- Injury or illness for employee, spouse or children.
- Birth or adoption of a child (up to 80 hours), or death of a family member (up to 40 hours).
- Wellness incentive that allows employees to convert unused sick time to vacation or pay.

Disability leave

Long-term disability

Coverage replaces 40% of the employee's lost income after six months of disability, subject to a \$5,000 monthly maximum.

Purchase an additional 20% income replacement for long-term disability coverage (bringing the total benefit to 60%) subject to a \$7,500 monthly maximum.



Short-term disability

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

Medical and Dental

	Single coverage County contribution	Single coverage Employee contribution	Family coverage County contribution	Family coverage Employee contribution
Medical	\$1,021.01	\$82.26	\$2,018.99	\$610.32
Dental	\$23.01	\$23.01	\$51.29	\$51.29

A Healthy Benefits program is available to help lower office visit co pays for employees and dependents each year.

Health savings and spending plans

- Health care savings plan - county provides a scheduled contribution after five years of participation.
- Health flexible spending account – uses pre-tax dollars for out-of-pocket health care expenses.

Retirement benefits

Pension

New employees become vested after five years. For the Police and Fire union, employees are vested after 10 years.

Deferred compensation

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

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

...and more!

Transit and parking

- Metropass Program discounted monthly bus pass for commuters.
- Flexible spending accounts for parking/transportation expenses.

Work/life balance

- Employee assistance program, including telephone counseling, financial counseling, rideshare benefits, etc.
- Wellness programming.
- Flexible spending account for dependent care.
- Flexible work policy with hybrid work options for eligible positions.

Career development

- Tuition reimbursement, up to \$4,000 per year.
- Professional development opportunities through the Learning & Development Center.
- County employment qualifies as a public service organization for the Public Service Loan Forgiveness Program.

Additional benefits

- Employee Resource Groups – help employees build connections through common bonds with colleagues.
- Meaningful, purposeful work in a diverse workforce, serving the residents of Ramsey County.

