Attorney Classifications
Benefit Fact Sheet for Prospective Employees

Vacation

Vacation accrual rates for full-time Attorney titles are:

Years of Service	Hours of Vacation
1st year thru 8th year	17 days
9th year thru 15th year	22 days
16th year and thereafter	27 days

Part-time employees receive a pro-rated number of days based on the number of hours worked each year.

Holidays

Employees receive ten calendar holidays as listed below:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

Health Insurance

The City's current health carrier is HealthPartners. There are two (2) plans to choose from and the cost to the employee depends on the plan chosen. Monthly health insurance costs for full-time employees can range from:

Employee Cost
Single - $0.00 - $251.63 per month
Family - $125.01 - $929.79 per month

Part-time employees may receive a pro-rated contribution for insurance.

Sick Leave

Full- time employees may earn the equivalent of 14 days of sick leave per year. Part-time employees receive a pro-rated amount.

Retiree Insurance

City contribution for retiree insurance is $300.00 per month for qualifying employees.

Severance

Benefits are based on years of service and sick leave accrual. Employees may earn up to a maximum of $15,000 for severance. 105% of the severance pay will be contributed to a Post Employment Health Plan (PEHP).

Deferred Compensation

All employees have access to a deferred compensation program.

Eligibility requirement must be met for Employer match.

General

Other general benefits available to City employees include direct deposit of paychecks, reduced cost of monthly MTC bus passes and pre-tax flexible spending accounts for medical and daycare expenses.

This listing is a general summary of the benefits available to employees as provided by this bargaining unit contract and is not intended to convey all possible benefits or to be regarded as official. Specific details can be found within each individual bargaining unit contract. Prospective employees are encouraged to consult the appropriate bargaining unit contract. Contracts can be found on the Labor Relations web site which is located at http://mn-stpaul.civicplus.com/index.asp?NID=776

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