

**TOWN OF THOMSON
FULL-TIME EMPLOYEE BENEFITS**

July 11, 2024

Employment is at will.
Full-time is described as any position with a minimum of 40 hours per week.
Clerk-Treasurer position is exempt.

EMPLOYEE IS ELIGIBLE FOR MOST BENEFITS AFTER 30 DAYS OF EMPLOYMENT

Health Insurance Current family coverage through Blue Cross/Blue Shield
Employer currently pays all monthly premiums in addition to contributing 50% of each employee's annual deductible into each individual's health savings account. The 2024 deductible is \$ 4,850 Single/ \$ 9,700.00 Family. Employee is also able to contribute to HSA with pretax dollars.

Life/Short Term Disability Current coverage through Lincoln Life Insurance Company
Employer currently pays all monthly premiums for eligible, enrolled employees.
Currently \$50,000 life insurance benefit through Lincoln Financial Group.

Public Employees Retirement Association – Mandatory for Full-time Employees – Immediate eligibility
Employer pays contribution rate as required.
(Currently 7.5% of earnings)
Employee contribution is 6.5 %

Deferred Compensation is offered through the Minnesota State Retirement System

Other insurances (Vision, Dental, etc.) are available through AFLAC. Employee pays full premiums.

Dependent Care Assistance Program allows employees to set aside pretax dollars for day care and other dependent care expenses.

Sick Time 1 day (8 hours) for each month worked.

Vacation Schedule	After 30 days employment	1 week (40 hours/prorated for time worked that year)
	Jan. 1 of first year	2 weeks (80 hours)
	2 years and over	2 weeks (80 hours)
	5 years and over	3 weeks (120 hours)
	10 years and over	4 weeks (160 hours)
	15 years and over	5 weeks (200 hours)
	22 years and over	6 weeks (240 hours)
	30 years and over	7 weeks (280 hours)
	(Vacation can be used in 1/4 hour increments)	

Holidays	New Year's Day	President's Day	Memorial Day
	Independence Day	Labor Day	Veterans Day
	Thanksgiving Day	Thanksgiving Friday	Christmas Eve
	Christmas Day		

Personal Leave Days 4 days (8 hours each, to be used as full, single days that must be used by year end. These can be used in combination with vacation leave)

Unused Sick Time Can accumulate up to 65 days (520 hours) to be paid at the following rates upon retirement or permanent disability.

\$ 30.00 per 8 hour day	after five completed years of service
\$ 40.00 per 8 hour day	after ten completed years of service
\$ 50.00 per 8 hour day	after fifteen completed years of service
\$ 60.00 per 8 hour day	after twenty completed years of service

The Town Board can require certain hours be worked.