

Clay County 2021 Fringe Benefit Summary Guide

County Contribution	100% FTE 40 Hrs./Week	80% FTE 32 Hrs./Week	75% FTE 30 Hrs./Week	60% FTE 24 Hrs./Week
Family	\$1659.00	\$1327.00	\$1244.00	\$995.00
Single – Benefit eligible before 12/31/2019	\$1356.00	\$1085.00	\$1017.00	\$814.00
Single – Benefit eligible after 01/01/2020	\$938.00	\$750.00	\$704.00	\$563.00

Health Insurance Premiums	Single	Family
Comprehensive CMM 1000	\$951.00	\$2548.00
VEBA 2600	\$730.50 / \$110 Trust	\$1953.50 / \$220 Trust
VEBA/HSA 3500	\$745.00 / \$145 Trust	\$1993.50 / \$290 Trust
VEBA/HSA 6750	\$574.00	\$1509.50

Dental Insurance Premiums		Voluntary Vision Premiums	
Single Premium – Required	\$41.00	Single Premium	\$9.41
Family Premium	\$105.50	Single + 1	\$16.67
		Family Premium	\$24.89

Life Insurance	
Basic Life (Self)	\$25,000 coverage for \$3.00 / month. Up to \$300,000
Spouse	Up to \$150,000. Rate based on age of spouse.
Dependent	\$10,000 coverage per dependent, Total cost = \$1.50/month

Vacation Accruals (Years of Service)	
1 – 4 Years	8 Hours per month
5 – 10 Years	10 Hours per month
11 – 15 Years	12 Hours per month
16 – 20 Years	14 Hours per month
21+ Years	16 Hours per month

Sick Leave
8 Hours per month. 300-hour minimum/5 years of service required for eligibility to receive % of sick hours at separation of employment

Retirement (percent of salary)				
(Public Employee Retirement Association – PERA)			Social Security (FICA)	
	County Contribution	Employee Contribution	County Contribution	Employee Contribution
Correctional Officer/Juvenile Detention	8.75%	5.83%	7.65%	7.65%
Deputy	17.70%	11.80%	N/A	N/A
All Others	7.5%	6.5%	7.65%	7.65%

Other Voluntary Benefits Available (rates based on plan selection and age)	
Long Term Disability	Cancer
Short Term Disability	Accident
Flexible Spending Accounts (Medical and Daycare)	Critical Illness
Nationwide Deferred Compensation	MN State Deferred Compensation

For questions in reference to the Clay County benefits package, contact Human Resources at 218.299.5015 or human.resources@co.clay.mn.us

New employees are eligible for the insurance benefits the 1st of the month following 30 days of full-time employment

