



City of New Hope

2024 Summary of Benefits for Full-time LELS Employees (Police Officers)

Personal Leave Plan

Personal Leave

- 144 hours per year for the first three years (5.54 hours per pay period)

Bereavement Leave

- Maximum of 3 days per occurrence for a death in the immediate family

Short Term Disability

- Premium paid by City
- Provides partial income during qualifying period for long-term disability benefit
- Effective the first of the month following six months of employment

Earned Safe and Sick Time

- Earned at a rate of 1 hour for every 30 hours worked. Maximum of 48 hours per year/80 hours at any one point in time.

Vacation/Sick Leave Plan in lieu of Personal Leave Plan

Vacation

- 80 hours per year for the first 5 years

Sick Leave (No bereavement or short-term disability)

- 96 hours per year – ESST is a subset of the 96 hours

Post-Employment Health Care Savings Plan

- Contributions made depending on leave plan selected and time with City

Holiday Time

- 104 hours per year

Long-term Disability Insurance

- Premium paid by City
- Effective the first of the month following a full calendar month of employment
- Provides partial income replacement after a 13-week qualifying period

Wellness Program – City-Wide and Police Department Specific

- Optional Wellness program through the city and mandated requirements by the department

Employee Assistance Program (EAP)

- Confidential counseling to employees and family members through Mutual of Omaha

Educational Assistance

- Eligibility for partial tuition reimbursement for pre-approved job-related course of study

City Contribution per month

Effective the 1st of the month following a full calendar month of employment

Single coverage	Employee +1 coverage	Family coverage
\$1,067.00	\$1,469.00	\$1,643.00

Health Savings Account (HSA) administered by OPTUM

Available the 1st of the month following a full calendar month of employment

If on single medical coverage, half of deductible can come out of city contribution

Employee can contribute up to the max, tax-free, via payroll deduction

	Single	Employee +1 or Family
Annual Maximum	\$4,150.00*	\$8,300.00*

*Employees age 55+ can contribute an additional \$1,000.

HealthPartners Medical Plan* Options per month

		Single	Employee +1	Family
High Deductible Plan A	\$1,600/\$3,200	\$638.01	\$1,435.48	\$1,664.84
High Deductible Plan B	\$3,200/\$6,400	\$577.11	\$1,298.45	\$1,505.93
High Deductible Plan C	\$4,000/\$8,000	\$549.74	\$1,236.88	\$1,434.51

HealthPartners Dental Plan* Options per month

Single	Employee +1	Family
\$44.55	\$89.09	\$133.67

Basic Life/Accidental Death & Dismemberment \$25,000/\$25,000, premium paid by City

Effective the first of the month following 30 days of employment

Supplemental Life Insurance – two options

Both effective the first of the month following 30 days of employment

Mutual of Omaha, up to \$100,000, premium depends on age and amount of coverage elected

PERA Life covers employee, spouse, and children; \$16.00 per month, coverage decreases with age

Flexible Benefits Plan

Provides for pre-tax payment of payroll deducted medical and dental insurance premiums

Voluntary election to set aside pre-tax income for reimbursement of eligible expenses

Health Care - maximum contribution of \$3,050

If contributing to an HSA, only eligible for a limited flex covering dental & vision

Dependent Care – maximum contribution of \$5,000

Deferred Compensation

Voluntary pre-tax savings plan with investment options; withdrawal is restricted

Two options: Minnesota Deferred Compensation or MissionSquare

Pension

Public Employees Retirement Association (PERA) - police officers do not pay into Social Security

Employee contribution of 11.8% and city contribution of 17.7% of earnings on a pre-tax basis