



City of New Hope

2024 Summary of Benefits for Full-Time Non-Union and Local 49 Employees

Personal leave plan over time; additional leave is awarded between increments shown.

- 1st year – 18 (8 hour) days
- 10 years – 23 (8 hour) days
- 25 years – 33 (8 hour) days

Holidays

11 designated holidays: New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Juneteenth Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

2 floating holidays (one of which has been designated for use on July 5 in 2024)

*Members of the 49ers have contracted to take July 5 and Dec. 24 as their 2 floating holidays

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.

Bereavement Leave

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

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

\$25,000 Basic Life & \$25,000 Accidental Death & Dismemberment, Mutual of Omaha

Premium paid by the city.

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

Supplemental Life Insurance

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

PERA, optional declining term life for employee, spouse and children; \$8.00 per pay period

Short-term Disability Insurance, premium paid by city

Effective the 1st of the month following successful completion of probationary period

Provides partial income replacement for 11 weeks after a 2-week qualifying period

Long-term Disability Insurance,* premium paid by city

Provides partial income replacement after a 13-week qualifying period

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 \$3,200

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

Dependent Care - maximum contribution of \$5,000

Pension

Public Employees Retirement Association (PERA)

Employee contribution - 6.5% of salary on a pre-tax basis

City contribution - 7.5% of salary

Social Security

Employee contribution as required by law, pre-tax deduction

City contribution as required by law

Deferred Compensation

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

Two options: Minnesota Deferred Compensation and MissionSquare

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 course of study

**Benefit is effective the 1st of the month following a full calendar month of employment.*