

*Benefits Package*

<u>Blue Cross Blue Shield of Minnesota</u>	<u>07/01/2020</u>	<u>Deductible</u>
Family premium per month	\$2,290.50	\$3,500 / person; \$7,000 / family co-insurance 80/20 up to \$4,000 / person; \$8,000 / family
Employee pays per pay period (26)	\$144.92	
Single premium per month	\$720.50	
Employee pays per pay period (26)	\$0.00	

\*\*Premium updated in October; New premium effective January 1st

HSA/VEBA Plans Offered  
 \*\*Region Nine contributes monthly to each insured employee's account  
 \$266 for family; \$150 for single

Flexible Spending Account  
 Medical & Dependent Day Care  
 Eligible to participate at the end of probationary period

Vision Plan - **Not Currently Available**  
 Plan available - **When we have 3 participants**  
 Premium: Family + 1 Dependent \$17.40/month; Family + 2 or more Dependents \$26.80/month  
 Single \$9.32/month

Vacation / Sick Days per Year

	<u>1 - 4 Years</u>	<u>5 - 9 Years</u>	<u>10 + Years</u>
Vacation *	10	15	20
Sick	12	12	12
Holidays	11	11	11

\* Can use after 6 month probationary period (12 months for Executive Director)

PERA (Public Employee Retirement Association)  
 Required retirement - Employee contribute 6.50% per gross salary;  
 Region contributes 7.50% of that same salary

Employee Assistance Program through NuVantage (Initial consult no charge to employee)

Principal Life Insurance - Region Nine Pays Premiums  
 100% of Employee's salary, rounded to the next higher \$1,000  
 Dependent Life Coverage - Spouse \$15,000 & Child - 0 days, but less than 6 months:  
 \$1,000; 6 months and older: \$10,000

The Prudential Insurance Company of America  
 Voluntary Life Insurance - Coverage \$16 per month (R9 does not contribute)

ICMA 457 Retirement Plan - Deferred Compensation Plans  
 Available on voluntary basis (R9 does not contribute)