

Benton County offers an exceptional benefit package, including paid time off and holiday pay. Also included in this benefit package are health, comprehensive dental, vision, and life insurance; medical and dependent care reimbursement accounts (Section 125 Plan); deferred compensation plan, and Public Employees Retirement (pension) - (PERA).

BENTON COUNTY BENEFIT SUMMARY

This summary is intended for general information purposes and does not represent the legal description of our benefit package. The summary plan descriptions, Benton County personnel policies, or applicable labor contracts contain more complete information and will prevail in the event of a discrepancy.

COMPETITIVE AND EQUITABLE COMPENSATION:

It is the policy of Benton County that competitive and equitable compensation be provided to employees, consistent with the Local Government Pay Equity Act and federal standards. We strive to be a market-competitive employer with externally competitive compensation rates and internally equitable. To do so, Benton County has adopted an annual classification maintenance program that provides for the ongoing review of all job classifications on a three-year rotating cycle. The Human Resource Department has information regarding the county’s Compensation Plan, job classifications, and annual classification maintenance program.

PAID TIME OFF (PTO):

PTO is defined as authorized absence from duty with pay granted to employees in permanent employment positions. The amount of PTO earned is dependent upon hours worked and the employee’s length of service measured from his or her last date of continuous service with Benton County in accordance with the following schedule:

YEARS OF SERVICE	ANNUAL ACCRUAL RATE	PER PAY PERIOD ACCRUAL RATE	PTO DAYS EARNED
0 through 2 years	168 HOURS	6.46 HOURS	21 PTO DAYS
3 through 6 years	192 HOURS	7.39 HOURS	24 PTO DAYS
7 through 10 years	216 HOURS	8.31 HOURS	27 PTO DAYS
11 through 15 years	240 HOURS	9.23 HOURS	30 PTO DAYS
16 through 20 years	264 HOURS	10.15 HOURS	33 PTO DAYS
21+ years	288 HOURS	11.08 HOURS	36 PTO DAYS

Employees in regular part-time positions, who normally work fourteen or more hours per week, shall earn PTO on a pro-rata basis.

HOLIDAYS:

Benton County observes the following 13 calendar holidays:

New Year's Day

Martin Luther King Day

President's Day

Good Friday (4 hours)

Memorial Day

Juneteenth

Independence Day

Labor Day

Veterans' Day

Thanksgiving Day

The Day after Thanksgiving Day

Christmas Eve (4 hours) *

Christmas Day

*****If Christmas Eve falls on a workday, County Offices (excluding the Sheriff's Office) will close at noon.***

****Except for the December 24th holiday, if the holiday falls on a Saturday, the previous Friday shall be designated as the official holiday. If the holiday falls on a Sunday, the following Monday shall be designated as the official holiday.***

HEALTH INSURANCE:

Regular full-time employees and their dependents are eligible for group health insurance coverage, administered by Blue Cross Blue Shield of Minnesota. Newly hired employees will be eligible for coverage effective on the first of the month immediately following their date of hire.

Regular part-time employees who are regularly scheduled to work 30 hours or more per week are also eligible for health insurance coverage.

VISION INSURANCE:

Regular full-time employees may elect to purchase supplemental vision insurance through VSP for themselves and their dependents. Newly hired employees who choose this option will be eligible for coverage effectively on the first day of the month immediately following their date of hire.

Regular part-time employees who are regularly scheduled to work 30 hours or more per week are also eligible for health insurance coverage.

HEALTH CARE SAVINGS PLAN:

Several classifications of employees participate in a post-employment pre-tax savings plan designed to help save for future medical expenses. For additional information, don't hesitate to get in touch with Human Resources at extension 5004.

DENTAL INSURANCE:

Guardian dental benefits are available to employees enrolled in the Benton County health insurance plan. The annual maximum is \$1,200 per person. For more information or to locate an in-network dentist, please visit <https://www.guardianlife.com/>.

LIFE INSURANCE:

Regular full-time employees and elected officials shall be provided with a \$15,000 employer-paid Basic Life and Accidental Death & Dismemberment (AD&D) term life insurance policy. *(As of 1/1/2026, Age Reductions no longer apply.)*

OPTIONAL LIFE INSURANCE:

Additional life insurance coverage is available at the employee's expense.

SUPPLEMENTAL INSURANCE:

Employees may elect to purchase supplemental insurance through AFLAC. Available policies include short-term disability, accident, cancer, dental, critical illness, life, and vision insurance.

LONG-TERM DISABILITY:

Regular full-time employees may elect to enroll in long-term disability insurance. Long-term disability benefits provide up to 60% of the employee's monthly income, beginning on the 91st day of total disability. Employees must elect a coverage amount at the time of enrollment. Benefits continue until the employee is able to return to work or reaches retirement age. The maximum benefits duration is determined by the Social Security normal retirement date.

RETIREMENT PROGRAM:

Retirement benefits are provided through the Public Employee Retirement Association (PERA). For more information on PERA, visit www.mnpera.org.

PERA covers Minnesota local government public employees and non-teaching school staff. Membership is required once you meet the earnings threshold, and your earnings

exceed \$425 in a single month. Once you meet this threshold, your employer will enroll you in your membership group, and you will contribute a percentage of each paycheck to PERA.

As an employee of Benton County, you are enrolled in the Public Employees' Retirement Association (PERA). As noted, participation is mandated for all public employees and includes contributions from your employer.

PERA PLAN	YEARS TO VESTED	EMPLOYEE CONTRIBUTION	EMPLOYER CONTRIBUTION
PERA–Coordinated Plan	3 Years	6.50%	7.50%
PERA–Correctional Plan	5-10 Years	6.83%	10.25%
PERA–Police & Fire Plan	5-10 Years	11.8%	17.70%
PERA–Defined Contribution Plan	5 Years	5.00%	5.00%

Once "vested" in PERA, you have secured a cash benefit for your retirement in this defined benefit retirement plan. Unlike most retirement plans today, PERA will provide secure retirement payments that are not dependent on the financial market. **You can calculate your retirement payments at any time!**

Alternatively, you may choose to take a refund of your contributions if preferred once you are no longer active in the PERA plan.

PERA – VESTING:

PERA – Coordinated Plan – 3 years (36 service credits)

PERA – Correctional Plan – 5 – 10 years (50% vested at 5 years; 100% vested at 10 years)

PERA – Police & Fire Plan – 5 – 10 years (50% vested at 5 years; 100% vested at 10 years)

DEFERRED COMPENSATION:

Deferred Compensation plans are voluntary, long-term savings plans designed to help employees prepare for retirement. Employees may elect to defer a portion of their paycheck into a Deferred Compensation plan authorized under Section 457 of the Internal Revenue Code. Both pre-tax and ROTH options are available.