



COON RAPIDS

EMPLOYEE BENEFITS SUMMARY

115 COON RAPIDS
EMPLOYEES
PARTICIPATED IN A SURVEY

HERE ARE THE RESULTS

93% find **value** in the work they do for the city.

93% understand how their role **serves** residents.

83% have **positive relationships** with their co-workers.

93% have clearly defined work **goals**.

MISSION • VISION • VALUES

We value outstanding **service**. **Trust** means everything. Be accountable. Be transparent.

Teamwork allows us to accomplish more. **Innovation** is vital for our future. **Excellence** - it's the expectation.

SALARY

Employees typically serve a twelve-month probationary period. Compensation increases are generally given at the end of the one year probationary period and annually, typically on an employee's anniversary date.

RETIREMENT

As provided by Minnesota Statutes, City of Coon Rapids employees have mandatory membership in the Public Employees Retirement Association (PERA). As a member of PERA, an Employee may receive service retirement benefits, disability benefits and a death benefit paid to a beneficiary.

City Employees

6.5%
employee contribution

7.5%
city contribution

Police + Fire Employees

11.8%
employee contribution

17.7%
city contribution

www.mnpera.org

STAY AT HOME. TAKE A TRIP. GET PAID.

Employees will start their first year with the following days off, paid.

10 DAYS vacation time

Years of Service	Monthly Accruals (Hours)	Annual Accruals (Hours)
1-5 Years	6.66	79.92
6-10 Years	10	120
11th Years	10.66	127.92
12th Year	11.34	136.08
13th Year	12	144
14th Year	12.66	151.92
15th-20th Year	13.34	160.08
21st Year	14	168
22nd Year	14.67	176.04
23rd Year	15.34	184.08
24th Year	16	192
25+ Years	16.67	200.04

12 DAYS sick leave

11 DAYS paid holiday 1 DAY floating holiday

Twelve paid days per year including one floating holiday. Eight hours of floating holiday for non-union (non-probationary) employees is vested as of January 1. Newly hired employees receive a floating holiday on a pro rata basis for the year the employee is hired.

New Year's Day (January 1)	Veterans Day (November 11)
Martin Luther King Day (3rd Monday in January)	Thanksgiving (4th Thursday in November)
Presidents Day (3rd Monday in February)	Day after Thanksgiving
Memorial Day (Last Monday in May)	Christmas Eve (December 24)
Independence Day (July 4)	Christmas Day (December 25)
Labor Day (1st Monday in September)	One Floating Holiday



HEALTH BENEFITS

MEDICAL

The City offers two health insurance plans for employees, with the option to add a spouse, children, or the family. With two health insurance plans and three network options, employees can choose a plan that best suits their needs. Health insurance is effective on the first day of employment, and most of our single health insurance options have no premium cost for the employee!

DENTAL

The City's dental insurance is also effective on the first day of employment and offers care through a tiered service plan. Employees can see any dentist they desire on our dental insurance. Through our Little Partners program, dependent children 12 years old and under are covered at 100% without deductible, annual maximum, or frequency limitations. Employees may also receive discounts on braces at certain orthodontic clinics with our dental insurance.

VISION

Eye examinations are covered under our health insurance, but employees with glasses or contacts may find extra value in our vision insurance. Employees can get discounted contact lenses every year, frames every 2 years, and are offered provider discounts of up to 25% on refractive laser surgery.

FLEXIBLE SPENDING ACCOUNTS

Employees can set aside money on a pre-tax basis to help pay for eligible medical, dental, and vision expenses through a flexible spending account (FSA). Employees are also offered the opportunity to save money pre-tax for daycare expenses through a dependent care flexible spending account of up to \$5,000 per year.

HEALTH CARE SAVINGS PLAN (MSRS)

In order to help employees defray the costs of continuing health insurance benefits and medical expenses when they separate or retire from Coon Rapids employment, the City offers a funding mechanism utilizing pre-tax dollars. This benefit allows employees to save money on a pre-tax basis to pay for medical expenses and health insurance premiums after separation of service from the City of Coon Rapids. The funding mechanism is a Post-Employment Health Care Savings Plan (HCSP), which is administered through the Minnesota State Retirement System (MSRS).

Participation is outlined in the Collective Bargaining Agreements and Employee Handbook.

ADDITIONAL BENEFITS

Employees may also choose to participate in Long Term Disability, Short Term Disability and Voluntary Life Insurance.



EMPLOYEE WELLNESS

HEALTHY REWARDS

Full-time employees may earn an extra \$50 per month by participating in the Healthy Rewards program.

Participation requires an annual physical, and completion of 10 health activities per year across 5 categories:

Physical, Emotional, Financial, Career, and Social Wellbeing. The City routinely hosts activities to help employees achieve these goals.

BIOMETRIC SCREENINGS

Each year the City offers a voluntary wellness program to all regular full-time and part-time eligible employees. Participating employees undergo a brief health screening, and those who achieve desired health outcomes in any of the four health categories are able to earn 4 hours of vacation per category met, or up to 16 hours of pay (\$400 maximum).

EMPLOYEE ASSISTANCE PROGRAM

Full-time employees and their immediate family members are eligible to participate in the City's Employee Assistance Program (EAP) at no charge. The EAP service is provided by the City to confidentially counsel employees on legal or financial issues, emotional concerns, alcohol or drug problems, and more.



WORKPLACE CULTURE

We strive to create opportunities for Coon Rapids employees to be equipped to do their job well and provide fun opportunities for team building. These are some of the perks that keep our staff happy to come to work each day.



INNOVATION

Coon Rapids is proud to encourage their employees to launch their innovative ideas in the workplace. Innovation projects are focused on boosting morale as well as improving how we can serve the public.



FUN EVENTS

We try to maintain a positive work culture by gathering employees from all departments together for delicious potlucks and employee events.



DRESS FOR YOUR DAY

Coon Rapids employees serve the public in a variety of different roles, which makes a one-size-fits-all dress code impractical. The Dress for Your Day dress code allows each employee to dress practically for whatever tasks they have set for their day while maintaining a professional image. This new policy was implemented by the Coon Rapids Innovation Team.



EMPLOYEE RECOGNITION

Coon Rapids employees can nominate their team members to be recognized for their efforts and possibly achieve an award presented by the City Manager at an annual employee recognition event.

Awards recognize employees for professional achievement, innovation, community service, outstanding service and excellence.



TRAINING OPPORTUNITIES

All employees are invited to attend monthly training sessions, covering topics such as how to deal with conflict, tips on delegating, time management and presentation skills.



TUITION REIMBURSEMENT

The City is committed to providing training and education for employees to improve job performance in their present positions and to prepare for advancement with the City. Eligible employees may receive up to \$2,000 per year for reimbursement of tuition, books and fees.
