

Synopsis of County Benefits

AFSCME, AFL-CIO District Council No. 5

Non-Exempt Employee Unit



12 Paid Holidays

Holiday	Date
New Year's Day	January 1
Martin Luther King Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Fourth Friday in November
Christmas Day	December 25
One Floating Holiday	*Can be used any day within the calendar year.



Paid Time Off (PTO)

Applicable to employees hired prior to May 8, 2004. Click [here](#) to access your Labor Contract for information on the Vacation and Sick Leave provisions of your contract.

Paid Time Off Plan: All employees hired after May 8, 2004, will be required to participate in the PTO Plan

Years of Service	Annual Accrual
Less than 5 years of service	168 hours/21 days
Completed 5 years but less than 10	192 hours/24 days
Completed 10 years but less than 15	216 hours/27 days
Completed 15 years but less than 20	240 hours/30 days
Completed 20 years of service	288 hours/36 days



PTO Cash Out

Employees may cash out PTO up to ninety (90) hours annually. Cash-out of PTO is limited to once per calendar year. Employees cashing out vacation may elect to distribute the amount as Cash, as an HSA Contribution (subject IRS limits), or as a 457 Plan Contribution (Subject to IRS limits), in accordance with County Policy.



Insurance Packages

The Cafeteria Benefit Plan gives employees an opportunity to design a benefit package that fits their personal needs and goals. Employees whose FTE is .50 or greater are eligible to participate. [Benefit package](#) includes:

- Medical plans. One plan is a Copay plan, and two plans are High Deductible Health Plans that come with a Health Savings Account (HSA) option and contribution from the county ranging from \$1,300 - \$2,200 annually, if eligible. Our health plan covers in network preventive care at 100 percent, which includes one eye exam per year and preventive dental expenses, such as exams and cleanings.
- Voluntary Dental.
- Voluntary Vision.
- Health Care Flexible Spending Account.
- Dependent Care Flexible Spending Account.
- Basic life in the amount of 1X annual salary (up to maximum of \$150,000), with a minimum benefit of \$35,000 is provided at no cost to the employee.
- Additional life for employee, spouse and dependents can be purchased.
- Accidental Death and Dismemberment (AD&D) coverage is not provided under this contract.
- Long Term Disability (LTD) at a 60% income replacement level to a \$7,000 per month maximum benefit provided at no cost to the employee.
- Short Term Disability is available that provides income replacement if you are unable to work due to pregnancy or a non-work-related injury or illness, available in the amount of 66 2/3% of your salary.



Pension and Retirement

- Pension. In addition to Social Security, county employees are covered by the State of Minnesota Public Employees Retirement Association (PERA), a defined benefit retirement plan. For general employees, the county contributes 7.5% of total salary on the employee's behalf into PERA while the employee contributes 6.5%. Participation in PERA is mandatory. [General Plan - PERA \(mnpera.org\)](#)
- Deferred Compensation. Voluntary participation in two §457(b) deferred compensation plans through payroll deductions on a pre-tax and/or post-tax basis: MNDCP and Nationwide. [Minnesota Deferred Compensation Plan \(MNDCP\)](#) and [Nationwide Retirement Plans](#).
- Health Care Savings Plan (HCSP). Participation in a Health Care Savings Plan (HCSP) is required. The HCSP is an employer-sponsored program that allows employees to save money, tax-free, to use upon separation from Minnesota Public Employment, Retirement, and/or when collecting disability benefits from PERA to pay for eligible health care expenses. All eligible employees participating in PTO shall have their PTO balance which exceeds 475 hours, as of December 1st of each year, deposited into their individual Health Care Savings Plan (HCSP).



Diversity, Equity, and Inclusion (DEI) Program

A countywide, comprehensive system of education, projects and services intended to build the organization's intercultural competence and capacity to deliver equitable services and outcomes, without disparities, for all our residents and customers. Each department has an Equity Change Team charged with implementing the county's DEI strategic plan through best practice, and data informed examinations of activities to eliminate disparate outcomes for our customers and our community. [Diversity & Inclusion \(washington.mn.us\)](https://www.washington.mn.us/diversity-inclusion)



Employee Resource Groups (ERGs)

Network of employees who help drive results and act as catalysts to build a workplace culture of inclusion, equity, and diversity. [Employee Resource Groups \(ERGs\) \(washington.mn.us\)](https://www.washington.mn.us/employee-resource-groups)



Employee Assistance Program

Six free and confidential counseling sessions for coping with loss, financial stress, depression, family issues and much more. [Employee Assistance Program \(EAP\) \(washington.mn.us\)](https://www.washington.mn.us/employee-assistance-program).



Evolution Mental Health

A comprehensive short-term counseling program, offered through HealthPartners, providing a flexible and tailored approach with an uncapped number of sessions to support you and your entire household. [Evolution \(sharepoint.com\)](https://sharepoint.com/evolution)



Wellness Initiatives (WIN)

The wellness program offers a variety of features which includes a health evaluation, health risk assessment, and healthy behavior programs. Eligible employees can earn incentives such as gift certificates, Washington County Park passes, and eight hours PTO for successful completion of WIN program objectives. [Wellness - Home \(washington.mn.us\)](https://www.washington.mn.us/wellness-home).



Financial Wellness

A program to help guide you in the right direction with your financial questions where you can connect with a financial advisor for free. [Financial Wellness \(sharepoint.com\)](https://sharepoint.com/financial-wellness)



Tuition Reimbursement

Reimbursement up to \$5,250 annually for educational experiences that will improve performance and allow for career growth. [Employee Development.doc \(washington.mn.us\)](https://www.washington.mn.us/employee-development-doc)



Learning Partnerships (tuition discounts)

County has partnered with the following colleges to offer tuition discounts for select programs and professional development opportunities:

- Bethel University – www.bethel.edu/admissions/
- Concordia University – <https://info.online.csp.edu/partnerships/>
- Hamline University – www.hamline.net/business/learning-partners/
- St. Catherine University – <https://www.stkate.edu/admission-and-aid/corporate-partnership-program>
- St. Mary's University – www.smumn.edu/admission



Public Service Student Loan Forgiveness (PSLF)

PSLF offers potential loan forgiveness to employees with student debt. Once you make 120 payments on your debt while being employed with a qualified employer, balances on eligible loans may qualify for loan forgiveness. <https://studentaid.gov/pslf/>.



Life and Travel Assistance

Estate Planning, Financial Planning, Health & Wellness Information, Identity Theft Prevention and Advanced Funeral Arrangement Planning. Travel assistance is available when you travel more than 100 miles from home, including internationally.



Fitness Discounts

A variety of options for HealthPartners members. Wellbeats, GlobalFit's 360, and Active&Fit Direct are all available to employees who are enrolled in the county's medical insurance.



MERSC Discounts

The Minnesota Employee Resource Service Company (MERSC) provides a wide variety of added discounts for cellular service providers, travel, hotels, entertainment and much more on their [website](#).

*Statements in this synopsis are not to be considered binding upon the county except when they are restatements of terms and conditions of employment as contained in labor agreements. This synopsis may be revised from time to time as Washington County deems appropriate without prior notice. **This synopsis of County Benefits does not constitute a contract.***

Updated on 7/31/2026 for 2026/2028