

Non-Bargaining Employee Group

The County will pay \$20.00 per month (\$240.00 annually) into the Health Care Savings Plan (HCSP) established through the Minnesota State Retirement System for each non-bargaining employee who is eligible for insurance benefits. The Minnesota State Retirement System administers the Post Employment HCSP, and employees can draw from their Plan account in accordance with the Plan document.

Non-Bargaining employees will contribute ongoing, biweekly payroll deductions of gross wages based on years of continuous service in a classified position as listed below:

Years of Service	% of Gross Wages
0 through 5 years	1.0%
6 through 10 years	1.5%
11+ years	2.0%

Non-Bargaining employees will also contribute separation pay based on years of continuous service in a classified position as listed below:

Years of Service	% of Separation Pay (following required deductions)
0 through 15 years	50.0%
16 through 19 years	75.0%
20+ years	100.0%

Non-bargaining employees who are authorized a general adjustment and/or merit increase that will exceed the local government salary cap limit shall have the authorized earnings above the cap amount deposited into their HCSP account.