

## LELS – Licensed Sergeants

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 (MSRS) for each employee who is eligible for insurance benefits. MSRS administers the HCSP and employees can draw from their Plan account in accordance with the Plan document.

LELS Licensed Sergeants Union employees will contribute ongoing, biweekly payroll deductions of gross wages based on years of continuous service in a classified position as listed below:

<b>Years of Service</b>	<b>% of Gross Wages</b>
0 through 10 years	4.0%
11 through 15 years	6.0%
16 or more years	8.0%

LELS Licensed Sergeants Union employees will have 100% of separation pay following required deductions, as defined in the Collective Bargaining Agreement, deposited into the employee's Health Care Savings Plan (HCSP) account.

<b>Years of Service</b>	<b>% of Separation Pay</b> (Following required deductions)
Start of employment	100.0%