

## AFSCME

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.

AFSCME 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> |
|-------------------------|-------------------------|
| 6 through 10 years      | 1.0%                    |
| 11 through 19 years     | 1.5%                    |
| 20+ years               | 2.0%                    |

AFSCME employees, who are PERA retirement eligible upon separation of employment, will also contribute separation pay based on years of continuous service in a classified position as listed below:

| <b>Years of Service</b> | <b>% of Separation Pay</b><br>(following required deductions) |
|-------------------------|---|
| 6+ years                | 100.0%  |