



CITY OF FAIRMONT – 100 Downtown Plaza – Fairmont, MN 56031  
www.fairmont.org

Phone (507) 238-9461

Fax (507) 238-9469

## 2022 Employee Benefits Summary

The City of Fairmont is pleased to offer a comprehensive benefit package to its full-time permanent employees. The following is a summary of our basic employee benefits:

- Employer Provided Insurance Benefits:
  - Health & Dental: The City of Fairmont offers two health insurance plans, Plan A and Plan D. The City of Fairmont pays 90% of the insurance premium for single coverage on Plan A and 100% for single coverage on Plan D. The City of Fairmont pays 70% of the insurance premium for family coverage for Both Plan A and Plan D. Employees selecting the high-deductible plan option will receive a \$500 (single) or \$2,000 (family) contribution from the City to their HSA (Health Savings Account).
  - Life: The City provides \$10,000 Life and AD&D coverage to its full-time employees.
  - Flex: A medical flex account option is offered to employees who desire to contribute pre-tax dollars for their eligible medical expenses.
- PERA (Public Employees Retirement Association) Membership:
  - PERA Coordinated Plan: The City contributes 7.50% of your salary and employees contribute 6.50% to your PERA retirement plan benefit. The PERA Coordinated Plan also provides benefits for disabled members and survivors of deceased members. This PERA benefit is in addition to Social Security.
  - Optional PERA Life Insurance: NCPERS Voluntary Life Insurance Plan is available at a cost of \$16 per month. This policy can be carried on through retirement.
- Paid Time Off that includes:
  - Paid Holidays include: New Year's Day, President's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, and Christmas Day.
  - Vacation Pay: 80 Hours after one full year of service, with additional hours earned based on years of service.
  - Paid Sick Leave is earned at the rate of 8 hours per month.
- Voluntary Benefits:
  - Short Term Disability
  - Cancer Policy
  - Additional Life Insurance Policies
  - Critical Illness and Accident Policies
  - Vision
  - Deferred Compensation (457) Plan

Thank you for your interest in working for the City of Fairmont.