



Benefits Summary 2025

The City of Fairmont is pleased to offer a comprehensive benefits package to its full-time, regular employees.

Health Insurance: There are two health insurance plan options: Plan A and Plan D. The City pays 90% of the premium for single coverage on Plan A and 100% for single coverage on Plan D. The City pays 70% of the premium for family coverage for both Plan A and Plan D. If you enroll in the high-deductible plan option (i.e., Plan D), you will receive a \$500 or \$2,000 contribution from the City to your Health Savings Account (HSA) based on your single- or family-coverage status, respectively. This contribution is pro-rated based on your date of hire. There are also medical flex account options available which allow you to set aside pre-tax dollars for future eligible medical expenses.



Dental Insurance: The City offers one dental plan and pays 90% of the premium for single coverage and 70% of the premium for family coverage.

Vision Insurance: The City offers one vision plan and does not contribute to premiums.

Life Insurance: Group Decreasing Term Life is available through PERA/NCPERS. This is a voluntary benefit and has the potential to be carried on through retirement.

Dependent Care Flexible Spending Account (FSA): This voluntary benefit allows you to put aside pre-tax dollars for eligible dependent care expenses each year. Eligible dependents include children under age 13, children who are physically/mentally incapable of self-care, or, in some cases, the elderly.

Miscellaneous Insurances: A variety of additional insurances such as Cancer Assist Insurance, Group Accident Insurance, Group Critical Care, Short-term Disability, Term Life Insurance, and Whole Life Insurance are available. These are voluntary insurances and 100% employee paid.

Retirement Benefit: Membership in the Public Employees Retirement Association (PERA) is automatic for non-elected public employees who meet minimum salary and position eligibility requirements set by Minnesota statute. Both the employee and the City contribute to the employee's PERA benefit. "Coordinated" members contribute 6.5% and the City contributes 7.5% of their gross salary. "Police & Fire" members (that meet eligibility requirements) contribute 11.8% and the City contributes 17.7% of their gross salary. PERA also provides benefits for disabled members and survivors of deceased members.

Deferred Compensation (457(b) Plan): This voluntary savings plan withholds a portion of your pay until a specified date (usually retirement). The IRS limits the amount that you can set aside in savings plans each year.



Paid Time Off:

- Holidays – The City of Fairmont recognizes 12 paid holidays.
- Sick Leave – Upon hire, you will receive 96 hours to be available for immediate use.
- Vacation Leave – You will accrue 3.08 hours per pay period for a total of 80 hours during your first year of service.