

Benefits 101

Employer Paid Benefits – items SWWC pays for on your behalf and the cost is listed on your paystub so you are informed of your total compensation package. These include:

- Medicare - Employer and OASDI - Employer – the employer contribution toward FICA
- PERA Board and TRA Board – the employer contribution toward PERA or TRA
- XYZ Annuity Company – your annuity company's name will be listed if you receive a 403(b) match
- LTD Board (Long-Term Disability insurance) – LTD insurance premium, with the exception of administrators, who pay for theirs
 - Benefits start after 60 consecutive calendar days of disability, with a benefit of 60% of monthly earnings up to \$6,000
- Life Board – life insurance premium
- Health Insurance – SWWC's contribution toward your health insurance premium
- VEBA Acct – SWWC's contribution toward your VEBA
- HSA Health Benefit – SWWC's contribution toward your HSA
- Unemploy Reserve – unemployment insurance, to set aside funds to pay for unemployment claims
- Workers Comp Board – workers compensation insurance, to pay for our workers comp insurance premium

Other Insurances – provide access to group rates on optional Aflac, dental, vision and dependent life insurances (premiums are deducted from your paycheck)

Retirement Plans/Pensions – a required, defined benefit plan. In the state of Minnesota, there are two public retirement plans for schools district employees and it is mandatory to be enrolled in one or the other, with very part-time PERA exceptions.

- **TRA** – Minnesota Teachers Retirement Association – includes all positions which require an MDE license, as well as certain other positions requiring licensure (Audiologists, Board Certified Behavior Analysts, Behavior Therapists, Mental Health Professionals, OTs and PTs). As of 7/1/2022, contribution rates are 7.5% for employees and 8.55% for employers (of gross wages).
- **PERA** – Public Employees Retirement Association of Minnesota – includes all other positions in our agency that earn at least \$5,100 per year. As of 7/1/2022, contribution rates are 6.5% for employees and 7.5% for employers (of gross wages).
 - plus access to group-term life under PERA's NCPERS plan

403(b)/TSA/Deferred Compensation – TSA stands for tax-sheltered annuity; is a valuable retirement savings option

- **Traditional 403(b)** – participants designate a portion of their salary that they wish to contribute to their account up to a maximum annual contribution on a pre-tax basis, reducing the participant's taxable income
 - taxes on contributions and any earnings are deferred until the participant withdraws their funds
 - matching funds must go into a traditional account, as they cannot be taxed until withdrawal
- **Roth 403(b)** – participants designate a portion of their salary that they wish to contribute to their account up to a maximum annual contribution on a post-tax or after-tax basis
 - all qualified distributions are tax-free
 - earnings are not taxed as long as they remain in the account for five years from the date your first contribution was made

Thrive Flexible Matching – another option for utilizing your matching dollars; total matching between the 403(b) and Thrive not to exceed the total matching funds negotiated by your bargaining group; 403(b) matching takes precedence

- Contributions may be submitted to (and potentially matched) your student loan repayments, a 529 college savings plan and/or an emergency savings account
- Employees may also participate in EvoShare – a cashback reward program with rewards contributed to any of their Thrive accounts

Employee Assistance Program (EAP) – FREE, confidential assessment, short-term counseling, referral and follow-up for you and your eligible family members. A licensed counselor will assist you in assessing your situation, finding options, making choices, or locating further help. Other benefits include:

- 24/7 telephone crisis intervention line
- legal and financial resources – access legal and financial libraries, along with access to legal forms and financial tools
- monthly online webinars on a variety of financial and mental health topics

FSA – Flexible Spending Accounts

- Funded by the employee with pre-tax dollars (reduces taxable income)
- Medical FSA
 - Used to pay for eligible medical, dental and vision expenses; must be limited purpose if you contribute to an HSA
- Dependent Care FSA
 - Used to pay for eligible daycare expenses
- “Use it or lose it” provision applies; employees must incur expenses during the plan year and submit within 90 days after the plan year ends; any funds unspent are forfeited

Medical Wellness Programs – these ancillary benefits are provided through the Minnesota Health Consortium in partnership with Medica

- CallLink – 24-hour nurse line to get the health answers you need
- Fit Choices – utilize a participating gym 8 times or more each month and get a \$20 monthly credit to help pay your membership
- Health Savings – a membership card to help you save on groceries and healthy products
- My Health Rewards – a points-based program offering rewards for completing activities to assist in reaching your health goals
- Omada – personalized support to help prevent diabetes and heart disease, help manage diabetes and improve glucose control and to help build muscle to prevent aches and pains and treat current muscle or joint pain
- Ovia – on-demand personalized support throughout your pregnancy and parenthood journey
- Sanvello – on-demand cognitive behavioral health therapy for dealing with stress, anxiety and depression
- Telemedicine/Virtual Care through AmWell and VirtuWell – a convenient way to get care for many common conditions

Paid Leave/Holidays – those eligible for benefits have one or more of the following available to them, depending on their bargaining group language:

- 10 paid holidays per year
- Sick leave
 - Can be used for your minor child's or your own illness or injury, doctor's or dental appointments
 - Can be used for those same reasons for an adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, after you have been employed for one year
 - Can be used up to five days per circumstance for bereavement for the death of an immediate family member
- Personal Leave – to be used to conduct business that cannot otherwise be conducted during annual leave, holidays or weekends
- Annual leave/vacation
- Emergency closing leave – to make up for time lost due to emergency closings

Professional Dues/Memberships – reimbursement of a professional organization's dues or membership fees; maximum amount is determined by bargaining group language

Professional Liability – SWWC carries commercial general liability, automobile liability, and umbrella liability

Cell Phones – for those whose jobs require it, the option of either a company-provided cell phone or a stipend to offset a portion of your personal cell phone plan

Company Cars/Mileage Reimbursement – for those who drive enough miles, a company car may be provided; for those who don't, mileage reimbursement at the standard IRS rate, payable through payroll

COTA/PTA Licensure Renewal Costs – provides reimbursement of up to \$120 for COTAs and PTAs licensure

Professional Development Awards – professional development awards and Senior Fellows award available through application process

Lane Changes – apply higher education courses toward lane changes on the Certified Staff schedule

Continuing Education Committee – SWWC has a committee to approve teaching and administrative hours for licensure renewal

Workshop Requests – subject to budget and pertinence to your position, SWWC will pay for expenses related to your attendance at workshops/conferences, etc.; request form application process required

Discount Programs – employees have access to discount programs as follows:

- Dell Employee Purchase Program – discounts on products purchased for personal use through Dell
- Enterprise Preferred Partners Program – discounts on car and truck rentals, as well as used car sales
- PerkSpot (for those on the health insurance) – a one-stop-shop for thousands of exclusive discounts in more than 25 categories
- Verizon Wireless Cell Phone Discount – up to an 18% discount on your personal cell phone voice services

Wellness – in addition to the aforementioned Wellness activities, also provided are:

- Annual flu clinics
- Biometric screenings
- Page of the employee portal designated for wellness resources
- Healthier Living Wellness Newsletter

Mentoro – discounted rate on a financial education platform and personalized coaching in the areas of budgeting, managing debt, building savings, determining retirement readiness and more