

Classified Benefits Summary 2021

MINNESOTA STATE UNIVERSITY MOORHEAD

These benefits apply to employees in AFSCME Council 5, Minnesota Association of Professional Employees (MAPE), Middle Management Association (MMA), Minnesota Nurses Association (MNA), and the Commissioner's Plan. The benefits listed here are subject to change pending state and federal legislation.

Health Dental and Basic Life Insurance

Employees who are scheduled to work at least forty (40) hours each week for a period of nine (9) months or more in any twelve (12) consecutive months, but excluding part-time or seasonal employees serving on less than a seventy-five (75) percent basis, are eligible for the full employer contribution toward health, dental and basic life insurance. Some part-time and seasonal employees are eligible for a partial employer contribution toward insurance.

Insurance coverage is effective after the 35 (calendar) day waiting period.

Health Insurance as of January 1, 2021

Health Plan	Employee-Only Cost			Employee + Dependent Cost (Family)		
Blue Cross Blue Shield of MN						
Preferred One	\$18.32 Bi-weekly	\$36.64 Monthly	\$439.68 Annually	\$125.00 Bi-weekly	\$150.00 Monthly	\$3,00.00 Annually
HealthPartners						

There are three different medical insurance carriers that employees can choose from, all that offer the same schedule of benefits. The three carriers have different networks of primary care clinics and specialty providers. All primary care clinics have been assigned one of three cost levels, based on the amount that provider charges for specific medical services. Employees share some of the cost of medical services by paying copays, deductible and coinsurance. The amount of cost sharing depends on the level of the enrollee's primary care clinic. Referrals are generally necessary to see a specialist.

Dental Insurance as of January 1, 2021

Dental Plan	Employee-Only Cost			Employee + Dependent Cost (Family)		
State Dental Plan (Delta Dental)	\$6.75	\$13.50	\$162.00	\$26.70	\$53.40	\$640.80
HealthPartners	Bi-weekly	Monthly	Annually	Bi-weekly	Monthly	Annually

There are two different dental insurance carriers that employees can choose from, both that offer the same schedule of benefits. Each of the dental plans offers comprehensive coverage for most conditions requiring dental diagnosis and treatment, including orthodontic treatment. Employees should verify with the plan that they are using a dentist that is a participating provider.

Vision Insurance as of January 1, 2021

Vision Plan	Employee-Only Cost			Employee + Dependent Cost (Family)		
Blue Cross Vision Plan (Davis Vision)	\$2.88	\$5.76	\$69.12	\$8.27	\$16.54	\$198.48
	Bi-weekly	Monthly	Annually	Bi-weekly	Monthly	Annually

The Blue Cross Vision plan, partnered with Davis Vision, is optional and designed to supplement your family's medical coverage. It's available to benefits eligible employees, whether you're enrolled in the state's MN Advantage Health Plan or are covered elsewhere. MN Advantage Health Plan members may select the Blue Cross Vision plan no matter which plan administrator you are enrolled in for your medical coverage including, BlueCross BlueShield, HealthPartners and PreferredOne. While our medical plan covers your eye exam, the Blue Cross Vision plan helps cover the costs of eyeglasses or contact lenses and offers discounts on LASIK and more. The vision plan uses the Davis Vision network of retailers and independent provider offices.

Basic Life Insurance

The employer provides and pays for the following term life coverage and accidental death and dismemberment coverage for eligible employees. Any premium paid by the State in excess of fifty thousand dollars coverage is subject to tax liability in accord with Internal Revenue Service Regulations. An employee may decline coverage in excess of \$50,000. The basic life insurance policy includes an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.

Annual Base Salary	Group Life Insurance	Accidental Death & Dismemberment Principal Sum
\$10,000 to 15,000	\$15,000	\$15,000
\$15,001 to 20,000	\$20,000	\$20,000
\$20,001 to 25,000	\$25,000	\$25,000
\$25,001 to 30,000	\$30,000	\$30,000
\$30,001 to 35,000	\$35,000	\$35,000
\$35,001 to 40,000	\$40,000	\$40,000
\$40,001 to 45,000	\$45,000	\$45,000
\$45,001 to 50,000	\$50,000	\$50,000
\$50,001 to 55,000	\$55,000	\$55,000
\$55,001 to 60,000	\$60,000	\$60,000
\$60,001 to 65,000	\$65,000	\$65,000
\$65,001 to 70,000	\$70,000	\$70,000
\$70,001 to 75,000	\$75,000	\$75,000
\$75,001 to 80,000	\$80,000	\$80,000
\$80,001 to 85,000	\$85,000	\$85,000
\$85,001 to 90,000	\$90,000	\$90,000
\$95,001 +	\$95,000	\$95,000

Optional Insurance

The following optional insurance(s) may be purchased through the group insurance program. Certain amounts of initial coverage are available without evidence of insurability.

Life Insurance

- Up to \$500,000 employees may purchase additional insurance for themselves or their spouse. New employees may apply for up to two times their annual salary evidence free. Spouse life is available to new employees, evidence free, in amount of \$5,000 or \$10,000. Coverage of \$10,000 for each dependent child/grandchild is also available.

Accidental Death and Dismemberment Insurance

- This optional coverage may be purchased for employees and spouses.

Optional Disability Insurance

Short-term Disability Insurance

- This coverage provides income for up to 180 days if an employee becomes totally disable due to an illness, injury or pregnancy. Premiums paid by employee.

Long-term Disability Insurance

- This coverage provides income beyond 180 days or total disability. Premiums paid by employee.

Mandatory Retirement Plans

Classified employees participate in the Minnesota State Retirement System (MSRS) General Plan which is a defined benefit plan with all investments managed by the State Board of Investment. MSRS requires a minimum of five years participation for vesting and provides a guaranteed lifetime annuity to eligible retirees. Note: employee and employer contribution rates are established by Minnesota law.

Plan Name	Bi-Weekly Employer Contributions	Bi-Weekly Employee Contributions
MSRS General Pension Plan	6.25%	6.0%

Voluntary Retirement Plans

Deferred Compensation Program

- The State of Minnesota Deferred Compensation Plan is a voluntary plan that allows employees to place a portion of earnings into a tax-deferred investment program under section 457 of the Internal Revenue Code. This program is managed by the Minnesota State Retirement System (MSRS). There is a minimum contribution of \$10 per paycheck.

Tax-Sheltered Annuity Program

- A tax sheltered annuity program is a voluntary retirement savings program available to employees of educational institutions. Tax sheltered annuities are often referred to as 403b's-- the IRS code section that regulates this type of plan. This plan allows a Roth option for contributions. This program is managed by TIAA-CREF. There is a minimum of \$10 per paycheck.

Paid Leaves of Absence

Holidays

- There are eleven (11) paid holidays per year—one of which is a floating holiday. Eligible employees who normally work less than full time shall receive holiday pay on a prorated basis.

Vacation Leave

- Vacation leave accrues at four hours per pay period for full-time employees. An employee being paid for less than a full eighty (80) hour pay period shall accrue a prorated amount of vacation. Unused vacation must be reduced to 275 hours or less once each fiscal year.

Sick Leave

- Sick leave accrues at four hours per pay period for full-time employees. It accrues on a prorated basis for an employee being paid for less than a full 80 hour pay period.

Other paid leaves include military, court related, emergency and voting leave.

Other Benefits & Programs

Flexible Spending Account – FSA (Pre-Tax) Benefits

- The Medical/Dental Expense Account allows employees to pay for certain unreimbursed medical and dental expenses with pre-tax dollars. The Dependent Care Expense Account allows employees to pay for dependent care expenses with pre-tax dollars. There are maximum deposit limits of \$2,750 per year for the Medical/Dental (MDEA) and \$5,000 per year for the Dependent Care (DCEA) accounts.
- There are two transit expense accounts also available: Parking Expense Account and Bus Pass/Van Pool Expense Account.

Employee Assistance Program

- A cost-free, confidential and voluntary counseling service is available to employees and their immediate family members for a variety of concerns.

Tuition Waiver

- After three consecutive years of employment, eligible employees may take courses with the waiver of tuition at any Minnesota State University (not including Community and/or Technical Colleges). The tuition waiver may be shared with the spouse or eligible dependent children. Tuition waived for graduate level course is reported as taxable income for the employee. The number of credits available for waiver is determined by negotiated agreements.

Credit Union

- Staff may become members of the Affinity Plus Credit Union. A credit union is like a bank in that it serves daily financial needs, but a credit union is a not-for-profit institution owned by its account holders. Affinity has a branch location in our Comstock Memorial Union.