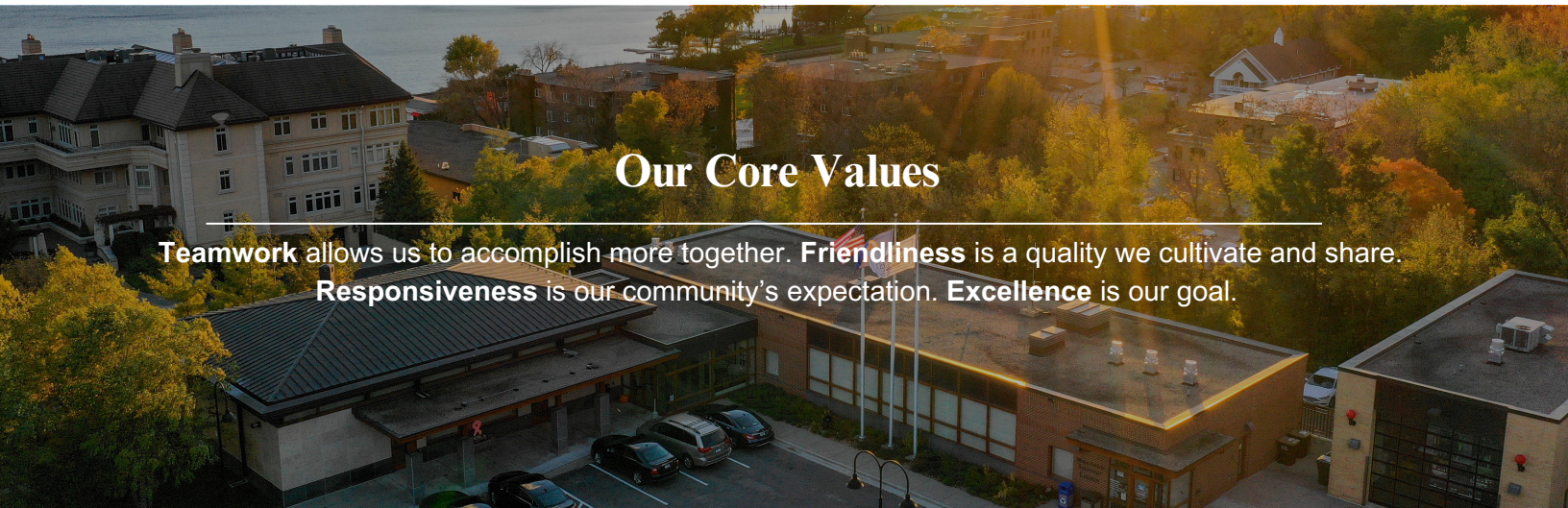


# CITY OF WAYZATA

## Employee Benefits Summary



### Our Core Values

**Teamwork** allows us to accomplish more together. **Friendliness** is a quality we cultivate and share. **Responsiveness** is our community's expectation. **Excellence** is our goal.

### Our Culture

69

City of Wayzata employees participated in a survey.

Here are the results.

93% enjoy the work they do every day

90% care about the future of the organization

86% are happy at work



#### Fun Events

We love to gather employees from all departments together for events like birthday celebrations and a Chili cookoff!



#### Dress for your day

A Dress for Your Day dress code allows employees to dress practically for whatever tasks they have set for their day while maintaining a professional image.



#### Half Day Fridays Year Round

Office employees at City Hall work 7:00 a.m. - 4:30 p.m. Monday – Thursday and 7:00 -11:00 a.m. on Fridays.



#### Tuition Reimbursement

Eligible employees pursuing job-related courses may receive reimbursement for 50% of their tuition, books and fees.

# Time Off

## Vacation Hours

Full-time employees will earn vacation leave in accordance with the following schedule:

Years of Service	Annual Accrual
0-5	80.04 hours
6-11	128.04 hours
12-13	140.04 hours
14-15	152.04 hours
16-17	164.04 hours
18-19	168 hours
20-24	183.96 hours
25+	192 hours

## Holiday Hours

12 Paid Holidays

New Year's Day	Martin Luther King Day
Presidents Day	Memorial Day
Juneteenth	Independence Day
Labor Day	Veterans Day
Thanksgiving	Day after Thanksgiving
Christmas Eve	Christmas Day

## Sick Hours

12 Days/96 hours of sick leave

# Salary & Retirement



### Salary

Employees typically serve a 12 month probationary period. Compensation increases are generally given at the end of the probationary period and annually thereafter, typically on an employee's anniversary date.



### Retirement

As a public employer in Minnesota, Wayzata employees have a guaranteed pension plan. Employees are mandatory members in the Public Employees Retirement Association Plan (PERA). As PERA members, employees may receive service retirement benefits, disability benefits, and death benefits paid to a beneficiary. Learn more at [www.mnpera.org](http://www.mnpera.org).

- **City Employees** - 6.5% Employee Contribution - 7.5% Employer Contribution
- **Police & Fire Employees** - 11.8% Employee Contribution - 17.7% Employer Contribution

# Our Health Benefits

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Eligible employees may enroll in the City's comprehensive benefits package. Benefits are effective on the first of the month following 30 day of employment.



## Medical

For 2026, the City contributes \$1,885.46 per month toward health insurance premiums for family plans. Employees who elect single coverage have no premium cost and receive \$250 per month contribution into an HSA!



## Dental

The City's dental insurance offers care through two different plan options a tiered service plan.



## Vision

Eye examinations are covered under our health insurance, but employees with glasses or contacts may find extra value in vision insurance. Employees can get discounted contact lenses every year and frames every 1 year.



## Life Insurance

The City provides a \$15,000 life insurance policy for the employee. Employees may also choose to add supplemental life insurance.



## Additional Benefits

Employees may also choose to participate in deferred compensation plans, short- and long-term disability insurance, dependent care reimbursement, limited scope flex medical spending accounts, accident insurance, critical illness insurance, and hospital insurance.

## Employee Wellness Program

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Each year the City offers a voluntary wellness program to all benefit eligible employees in five areas of wellbeing: Physical, Emotional, Financial, Career, and Social/Community.



### Healthy Rewards

Benefit eligible employees who complete the wellness program in the prior year are eligible for wellness rewards like extra monthly contributions into their HSA.



### Employee Assistance Program

Full-time employees and their immediate family members have free access to the City's Employee Assistance Program(EAP). Receive confidential counseling or support for legal or financial issues, emotional concerns, alcohol or drug problems, and more.



# PUBLIC EMPLOYEES RETIREMENT ASSOCIATION

## Did you know that as a public employer in Minnesota, Wayzata employees have a guaranteed pension plan?

Eligible employees are mandatory members in the Public Employees Retirement Association Plan (PERA). As PERA members, employees may receive service retirement benefits, disability benefits, and death benefits paid to a beneficiary.

### PERA Quick Facts

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As a public employee, you and your employer will both automatically begin contributing a percentage of your gross salary into this defined benefit pension plan.

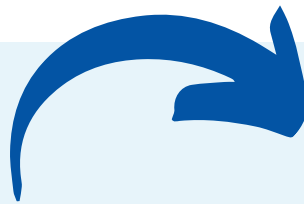
You will be vested after 3 years.

### What does Wayzata Contribute?

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**City Employees** - 6.5% Employee Contribution - 7.5% Employer Contribution

**Police & Fire Employees** - 11.8% Employee Contribution - 17.7% Employer Contribution



Scan here and click the link to read a more detailed packet of information about PERA benefits.



651 296 7460



mnpera.org