

2026 Health and Human Services Department AFSCME Local 66, Council 5 (2023-2025 Contract)

1. Paid Vacation – Full-time regularly scheduled employees accrue 4.327 hours per pay period for 0-5 years of service based on paid regular hours. Employees shall accrue but cannot use vacation during probationary period except with Department Head approval up to 15 hours vacation time or unpaid leave time during the probationary period.
2. Paid Sick Time – Full-time regularly scheduled employees accrue one (1) day per calendar month to a maximum of 170 days based on paid regular hours.
3. Paid Holidays – Twelve (12) each calendar year for full-time regularly scheduled employees.
4. Paid Floating Holidays – Full-time employees who have completed their initial probationary period shall receive two (2) floating holidays to be used within the calendar year. Employees hired between January 1 and June 30 earn two (2) floating holidays and employees hired between July 1 and December 31 employee earns one (1) floating holiday for that year.
5. Health Insurance – Employees working a minimum of 30 hours per week are eligible first of the month following date of hire. Lake County pays the amount equal to 80% of VEBA 823 premium for Single or Family coverage. VEBA account remains with employee.

VEBA 823 (Medica)	Single	Family
Monthly Employee Premium	\$213.90	\$513.57
Annual Deductible	\$2,600	\$5,200
Annual Out-of-Pocket Maximum	\$3,500	\$6,500
Annual County Contribution	\$1,690	\$3,250

6. Dental Insurance – County paid coverage on limited dental care benefits for employees and family members. Annual benefit of \$1,000 per person. Employees must work a minimum of 30 hours per week and are eligible first of the month following date of hire.
7. Life Insurance – \$30,000 basic life and AD&D insurance paid for employees working a minimum of 30 hours per week effective first of the month following date of hire.
Optional life insurance: Employee pays 100% of all premiums:
 - a. MN Life – Additional coverage on employee and/or coverage on family members.
 - b. P.E.R.A. Life – Coverage on employee and family. Monthly premium \$16.00.
8. Long Term Disability – Voluntary participation in group long term disability insurance. Premiums are 100% employee paid plus a 2% administration fee.
9. 125 Flex Plan – Tax-free account for medical, childcare and other eligible reimbursements. Eligible at date of hire and during open enrollment each year.
10. Deferred Compensation – Choice of two plans. Eligible on date of hire. Minimum employee contribution is \$300 per year. Maximum employee contribution \$24,500 or \$32,500 for employees over age 50. No employer match.
11. Employee Assistance Program – Confidential counseling services for employees and their families. Six free sessions per episode per year.
12. Retirement:
 - a. Public Employee Retirement Association – Mandatory employee contribution with employer match: Coordinated Plan - Employer: 7.50%; Employee: 6.50%. Administered according to State Statute.
 - b. Post-Retirement Health Care Savings Plan – Retirement package as described in the Collective Bargaining Agreement.
 - c. Health and Dental – Retiree and dependents may stay on indefinitely as long as premiums are paid. Medicare supplemental available for retiree and spouse when retiree attains age 65.

This is only a Summary. Please refer to the Collective Bargaining Agreement.