

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.
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.