

CITY OF THIEF RIVER FALLS
SUMMARY OF EMPLOYEE BENEFITS
LAW ENFORCEMENT LABOR SERVICES (LELS)
EFFECTIVE: January 1 2023

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT																												
WAGE	\$29.05-\$36.85/hour																												
VACATION	<table border="0"> <tr> <td>Year 1-5</td> <td>10 days</td> <td>Year 13-15</td> <td>16 days</td> </tr> <tr> <td>Year 6</td> <td>11 days</td> <td>Year 16-17</td> <td>20 days</td> </tr> <tr> <td>Year 7</td> <td>12 days</td> <td>Year 18</td> <td>21 days</td> </tr> <tr> <td>Year 8</td> <td>13 days</td> <td>Year 19</td> <td>22 days</td> </tr> <tr> <td>Year 9</td> <td>14 days</td> <td>Year 20</td> <td>23 days</td> </tr> <tr> <td>Year 10-12</td> <td>15 days</td> <td>Year 21-24</td> <td>24 days</td> </tr> <tr> <td>Year 25+</td> <td>25 days</td> <td></td> <td></td> </tr> </table>	Year 1-5	10 days	Year 13-15	16 days	Year 6	11 days	Year 16-17	20 days	Year 7	12 days	Year 18	21 days	Year 8	13 days	Year 19	22 days	Year 9	14 days	Year 20	23 days	Year 10-12	15 days	Year 21-24	24 days	Year 25+	25 days		
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SICK LEAVE	12 days per year - Maximum accumulation 140 days.																												
WELLNESS PLAN	Sick Leave in excess of 140 days paid at \$15.00 per day annually.																												
FUNERAL LEAVE	Three days paid for death in immediate family of employee or spouse - includes children, grandparents and grandchildren.																												
PERSONAL DAYS	Three days per year may be used - is charged to Sick Leave.																												
LIFE INSURANCE	\$55,000 term life insurance. Optional additional insurance may be purchased for employee, spouse, or children.																												
HEALTH INSURANCE (Medica)	<p>Medica ASO 300-20%: Single (\$300 deductible) - Employee cost \$43.62 month Medica ASO 300-20%: (\$300 deductible) - Employee cost \$810.38 month</p> <p>Medica ASO 0%-30 Single - Employee cost \$76.62 per month Medica ASO 0%-30 Family- Employee cost \$912.56 per month</p> <p>High Deductible Single - Employee pays \$32.96 month City contributes \$202.66/mo to HSA or VEBA Plan. High Deductible Family - Employee Cost \$612.22/month City contributes \$462.36/mo to HSA or VEBA Plan.</p>																												
UNIFORM ALLOWANCE	All necessary uniforms and equipment for or used by employee shall be furnished and maintained by the Police Dept. The City will reimburse the employee up to \$100 per year																												
SHIFT PAY	Night Shift Differential Pay (\$1.65 per hour between 7 pm & 7 am). Shift Commander Pay (\$18 per shift when patrol officer required to assume sergeant duties).																												
WAGES	<table border="0"> <tr> <td>Step 1</td> <td>Start- 1 year</td> <td>\$28.48</td> <td>Step 5</td> <td>4yr - 5yr</td> <td>\$33.16</td> </tr> <tr> <td>Step 2</td> <td>1 yr - 2 yr</td> <td>\$29.69</td> <td>Step 6</td> <td>5yr - 6yr</td> <td>\$34.22</td> </tr> <tr> <td>Step 3</td> <td>2 yr - 3 yr</td> <td>\$30.88</td> <td>Step 7</td> <td>6yr - 7yr</td> <td>\$35.25</td> </tr> <tr> <td>Step 4</td> <td>3 yr - 4 yr</td> <td>\$32.04</td> <td>Step 8</td> <td>7yr+</td> <td>\$36.13</td> </tr> </table>	Step 1	Start- 1 year	\$28.48	Step 5	4yr - 5yr	\$33.16	Step 2	1 yr - 2 yr	\$29.69	Step 6	5yr - 6yr	\$34.22	Step 3	2 yr - 3 yr	\$30.88	Step 7	6yr - 7yr	\$35.25	Step 4	3 yr - 4 yr	\$32.04	Step 8	7yr+	\$36.13				
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PERA RETIREMENT	Public Employee Retirement Association Retirement Benefits																												
UNION LELS	Position is a Member of the Law Enforcement Labor Services Union																												