



**Vadnais Lake Area Water Management Organization (VLAWMO)
Employee Benefits Summary- Communication and Outreach Coordinator
September 2024**

VLAWMO offers a generous compensation package beyond salary for its permanent employees. Below is a summary of VLAWMO's benefits and its contributions to those benefits. Full description of VLAWMO benefits are provided in the current Employee Handbook. For any discrepancy between this summary and the handbook, the information in the handbook shall prevail.

HOLIDAYS- 13 paid holidays (12 established and 1 floating).

VACATION /SICK- Generous vacation and sick time off with accrued rate per years of service.

HEALTH INSURANCE- Medical, Dental and Vision – (VLAWMO pays 100% of insurance premium for single employee and 50% for dependents). In 2024, VLAWMO offers both transitional medical insurance and HSA medical insurance.

HEALTH CARE SAVINGS ACCOUNT (HSA)- In 2024, if employee selects HSA medical insurance, VLAWMO pays \$2000/yr. into their HSA account.

PROFESSIONAL DEVELOPMENT and TRAINING: Excellent professional development employee planning program with paid training and expense budget. VLAWMO also offers educational assistance program.

OFFICE ENVIRONMENT- The position will have the opportunity for flexible work, including in-office, remote, and in-field work.

RETIREMENT- VLAWMO employees are automatically enrolled in the MN Public Employee Retirement Association (PERA) Plan.

MN STATE RETIREMENT SYSTEM (MSRS)- VLAWMO employees may voluntarily decide to build retirement savings through automatic payroll deductions.

LIFE INSURANCE /SHORT TERM DISABILITY – VLAWMO provides 100% paid life insurance for employee equal to up to \$50,000 coverage. VLAWMO provides 100% paid short-term disability insurance for employee.