

**AFSCME (COURTHOUSE UNIT)
BENEFIT STATEMENT**

The minimum time required to move from Step I to Step II and from Step II to Step III is six months. A minimum of one year is required to move between all other steps. All step increases are contingent on satisfactory work performance.

WITHHOLDINGS

- PERA (6.50%)
- Medicare (1.45%)
- Social Security (6.20%)
- State & Federal Taxes

BENEFITS

- PERA (7.50%)
- Medicare (1.45%)
- Social Security (6.20%)
- \$25,000 Life Insurance

OPTIONAL DEDUCTIONS – 2025 Rates

Family Health Insurance (Enrollment through 125 plan):

- High-Deductible Health Plan - \$728.76/mo.
- CMM Traditional Health Plan - \$965.68/mo.

Single Health Insurance (Enrollment through 125 plan):

- High-Deductible Health Plan - \$141.10/mo.
- CMM Traditional Health Plan - \$186.98/mo.

Dental Insurance (Enrollment through 125 plan) – (collect 26 payrolls):

- Single Coverage - \$46.36/mo.
- Employee/Spouse - \$92.68/mo.
- Employee/Child(ren) - \$101.50/mo.
- Family Coverage - \$130.46/mo.

Vision Insurance (Enrollment through 125 plan):

- Employee Only - \$6.10/mo.
- Employee/Spouse - \$12.20/mo.
- Employee/Child(ren)- \$13.04/mo.
- Family - \$20.86/mo.

Others:

- Additional Life Insurance
- Deferred Compensation Plan
- Disability Insurance (Long-Term)

VACATION & SICK LEAVE ACCRUAL

Vacation will be earned at the rate of 3.92 hours per full pay period. Use of vacation may not be requested until completion of the probationary work period, unless the requested time away from work qualifies as Earned Sick and Safe Time.

Sick leave is earned at the rate of 4 hours per full pay period.

Holidays will be in accordance with the bargaining agreement or the County Policy.

OTHER INFORMATION

Every Winona County employee hired, rehired, transferred or promoted shall be required to successfully complete a probationary work period. For this position, the probationary work period is six consecutive months.

Winona County utilizes a "direct deposit" method of pay.

We also have a Flex Plan (IRS Section 125) that allows employees to set aside a portion of their wages for medical and daycare expenses and have that income tax free. We also have a Health Savings Account (HSA) for eligible employees that utilize the High Deductible Health Plan (HDHP). Newly hired employees may be eligible to participate in the Winona County 125 Plan upon hire and/or the HSA the first of the month following employment.

AFSCME CH Union Member - Full Share \$61.86/Month

Eligibility for the above benefits and accruals is dependent upon working full-time hours. Benefits and accruals for individuals working less than full-time hours will be in accordance with the bargaining agreement or County policy.

Updated 4/9/2025