

St. Louis County Employee Benefits

Wages

Competitive wages

Scheduled step and/or longevity pay increases

Health Coverage

- Eligible after one full-calendar month of employment
- Single coverage for \$22 to \$38/month for full-time employees
- Family coverage for \$211 to \$321/month for full-time employees
- Part-time employees pay the full-time cost plus a pro-rated amount based on hours worked
- Prescriptions copays \$10 -\$40 for 31 day supply; 90-day supply for two copays
- Some \$0 copay prescriptions under OTC and MTM programs
- No out-of-pocket expense for preventive services
- \$250 annual deductible with carryover option (\$500 maximum deductible for family)
- \$750 annual out-of-pocket maximum (\$1,500 maximum family out-of-pocket)
- Large nationwide network of health care providers
- Flexible spending account for qualified out-of-pocket health care related expenses
- Health club membership fitness discount program
- Healthy Start Pre-natal Program
- No cost online doctor visits
- Up to a \$250 annual reimbursement of weight loss program fees
- Options to continue health and dental coverages throughout your retirement
- Robust Wellness program

Dental Coverage

- No cost for full-time employee coverage, part-time pro-rated
- Coverage for family members available at group rate
- Two free preventative visits per year
- \$1,200-\$1,500 annual benefit

Disability Coverage

- Long-term disability coverage available to all employees working more than half time
- Cost varies but is typically between \$2-\$5 per paycheck

Paid Leave

- Vacation and Sick Leave accrue each pay period
- Accrual rates increase with years of service
- 10 paid holidays
- Up to 4 Personal Leave days per year
- Accrual rates are pro-rated for part-time employees

Retirement

- Public Employee Retirement Association (PERA) pension
- Defined benefit plan; draw monthly retirement benefit for life
- Disability and Survivor benefits available

Life Coverage

- No cost for full-time for term coverage approximately equal to annual salary
- Pro-rated cost for part-time employees
- Additional life coverage available for purchase at group rate

Deferred Compensation

- 457 plan
- No 10% tax penalty on distributions made after separation
- All contributions are voluntary and pre-tax; up to \$18,000 annually (more if over age 50)

Miscellaneous

- Post-Retirement Health Care Savings Plan
- Dependent care and adoption assistance flex spending accts
- In-house professional development and computer software training courses
- Paid and unpaid military leave options
- Promotional opportunities
- Employee Assistance Program
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