

2026 Highway Department (2023-2025 Contract)

1. Paid Vacation – Full-time regularly scheduled employees accrue 3.077 hours per pay period for 0-48 months of service based on paid regular hours. Employees shall accrue but cannot use except with approval of the Highway Engineer, up to 16 hours vacation time or unpaid leave time during the probationary period.
2. Paid Sick Time – Full-time regularly scheduled employees accrue one (1) day per calendar month of service to a maximum accrual of 170 days based on paid regular hours.
3. Paid Holidays – Thirteen (13) each calendar year for full-time regularly scheduled employees.
4. Paid Floating Holiday – Employees who have completed their initial probationary period shall receive one (1) floating holiday to be used within the calendar year.
5. Protective Footwear – Employees required to wear steel-toed boots will be reimbursed up to \$150 annually or \$300 bi-annually, upon presentation of receipt, payable in January.
6. Summer Hours – At the Highway Engineer’s discretion, 10 hour working days and four-day work weeks may be implemented.
7. Health Insurance – Employees working a minimum of 30 hours per week are eligible the first of 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

8. 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.
9. Life Insurance – \$30,000 basic life insurance paid for employees working a minimum of 30 hours per week effective the 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 of \$16.00.
10. Long Term Disability Insurance – Voluntary participation in group long term disability insurance. Premiums are 100% employee paid plus a 2% administration fee.
11. 125 Flex Plan – Tax-free account for medical, childcare and other eligible reimbursements. Eligible at date of hire and open enrollment each year.
12. Deferred Compensation – Choice of two plans. Eligible on date of hire. Minimum employee contribution is \$300 per year. Maximum employee contribution is \$24,500 or \$32,500 for employees over age 50. No employer match.
13. Employee Assistance Program – Confidential counseling service for employees and their families. Six free sessions per episode per year.
14. 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 Collective Bargaining Agreement for eligible employees.
 - c. Health and Dental – Retiree and dependents may stay on indefinitely as long as premiums are paid. Medicare supplement available for retiree and spouse when retiree attains age 65.

This is only a Summary. Please refer to the Collective Bargaining Agreement.