

## 2026 Courthouse Teamsters Local 320 (2023-2025 Contract)

1. Paid Vacation – Full-time regularly scheduled employees accrue 2.885 hours per pay period for 0-48 months of service (3.077 hours per pay period for 40 hours/week employees) based on paid regular hours. Employees shall accrue, but cannot use except with Department Head approval up to two days 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 to a maximum of 170 days based on paid regular hours.
3. Paid Holidays – Eleven (11) each calendar year for full-time regularly scheduled employees. Half (½) day Christmas Eve shall be a holiday only when Christmas Eve falls on a Monday through Thursday.
4. Paid Floating Holidays – Employees who have completed their initial probationary period shall receive three (3) floating holidays to be used within the calendar year. The first year of employment is prorated.
5. Health Insurance – Employees working a minimum of 30 hours per week are eligible first of the 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
2026 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

6. 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.
7. Life Insurance – \$30,000 basic life and AD&D 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.
8. 125 Flex Plan – Tax-free account for medical, childcare and other eligible reimbursements. Eligible at date of hire and during open enrollment each year.
9. 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.
10. Employee Assistance Program – Confidential counseling services to employees and their families. Six free sessions per episode per year.
11. 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 supplemental available for retiree and spouse when retiree attains age 65.

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