



2023 VEAP TOTAL COMPENSATION PACKAGE

Benefits

- Medical: Three (3) plans available with employees' premiums, some paid at 100%. See note below for details.
 - Plan 1: Blue Cross Blue Shield of MN Plan 553 - High Value HSA Silver \$3,250
 - Plan 2: Blue Cross Blue Shield of MN Plan 632 – BlueAccess HSA Silver \$3,250 *
 - Plan 3: Blue Cross Blue Shield of MN Plan 652 – BlueAccess Gold \$2,000*
 - Eligible 1st of the month following day of hire
- Dental: Delta Dental: 100% employer paid premiums for employee
 - Eligible 1st of the month following day of hire
- Vision: Delta Vision: 100% employer paid premiums for employee
 - Eligible 1st of the month following day of hire
- Health Saving Account: Employer contribution for 2023 will be \$950 (for eligible medical plans)
- 401(k) Retirement: determined each year by VEAP Board of Directors; currently 5% of base salary for annual contribution; no employee contribution required; employee 100% vested immediately; Traditional (pre-tax) and Roth (after-tax) plans available
 - Eligible to participate after 30 days of employment
- Additional insurance:
 - Short-term Disability (STD) – Eligible 1st of the month following day of hire
 - Long-term Disability (LTD) - Eligible 1st of the month following day of hire
 - Life Insurance and Accidental Death & Dismemberment (AD&D) - Eligible 1st of the month following day of hire

**Note: Employee pays monthly premium difference on buy up plans over the base plan premium if employee choose Plan #2 or #3*

**To be eligible for benefits listed above, employees must work a minimum of 30 hours a week and must have a regular employee status at VEAP.*

Work-Life Balance

- Paid Time Off (PTO) – vacation, sick and personal time; 22-31 days based on years of employment;
- Holidays – 12 paid holidays with 1 floating holiday
- Birthday Day Off
- Remote or Hybrid work schedule based on role eligibility

**PTO, Holiday, and Birthday day off hours are pro-rated based on hours worked.*

Professional Development

- Professional development allowances for paid conferences, trainings, webinars, and information learning opportunities as coordinated and approved by supervisor (\$200 per employee per year)
- DEI education allowance (\$100 per employee per year)
- Education Bonus, see full application for details (\$250 per employee per year)
- CEU's and Social Work license renewal paid for by employer for Social Workers