

MINNESOTA SENATE BENEFIT SUMMARY FOR SENATORS

(10/10)

The Minnesota Senate offers an excellent benefit program. The purpose of this summary is to give you an overview of your benefits as a Senator with the Minnesota Senate. In the event of any conflict between this summary, Resolutions, or Plan Documents; the appropriate Resolutions or Plan Documents prevail. Detailed descriptions of all benefit plans are conveniently located on the Senate Intranet under the Senator/Employee Relations tab.

Deferred Compensation

You may set aside a portion of your compensation into a pre-tax deferred compensation program. Taxes on this money and investment gains are deferred until the time of withdrawal. The state match is presently 100% of the first \$750 deferred. For additional information contact: <http://www.mndcplan.com>. Detailed descriptions of all benefit plans are conveniently located on the Senate intranet under Senator/Employee Benefits subsection.

Employee Assistance Program

This is a confidential third party service designed to help you with personal or work-related issues that you do not wish to discuss with your colleagues or staff. This service is available 24 hours a day. For additional information contact 1-800-657-3719, or go to <http://www.neas.com> Password: STMN1

Group Insurance

You must elect most coverages within the first 30 days of taking the oath of office, a life event change, or during the annual open enrollment. Coverage becomes effective on the 36th day of employment. For additional information contact <http://www.doer.state.mn.us>.

Medical/Dental/Prescription

The state pays your premium and a substantial share of family premiums. You need to select a plan and clinic. If you do not select a plan, one will be assigned. You are encouraged to use Minute Clinics for routine care to minimize cost.

Basic Life and ADD

The state pays the entire basic life and accidental death and dismemberment premium for a \$35,000 death benefit. In the event of your accidental death, the amount doubles.

Optional Coverages

You may choose any of the coverages listed below by paying the low premiums secured through the state's purchasing power:

Employee and family dental coverage

Group Insurance (continued)

Supplemental life insurance

Upon meeting eligibility requirements, 15% of this coverage can be converted to a paid-up life insurance policy upon retirement. After the initial enrollment period, evidence of insurability is required for any changes to optional insurance.

- ❖ Senator: Two times salary without evidence of insurability, and up to \$500,000 with evidence of insurability.
- ❖ Family: \$10,000 without evidence of insurability, and up to \$500,000 with evidence of insurability.
- ❖ Children: \$10,000 combined.

Accidental death & dismemberment

Provides additional coverage to life insurance in the event of accidental death or dismemberment.

- ❖ Senator: \$5,000–\$100,000
- ❖ Spouse: \$5,000–\$25,000

Short-term disability

In the event of short term disability, you will receive your regular Senate salary for the remainder of your term. An optional short term disability plan that provides a benefit of up to 66-2/3% of your salary for the first six months of non work related illness or disability is available and provides a monthly benefit level between \$300-\$1,700 based upon your choice. Benefits paid are non taxable.

Long-term disability

In the event of long term disability, you will receive your regular Senate salary for the remainder of your term. An optional long term disability plan that provides a benefit of up to 60% of your salary after six months of disability is available and provides a monthly benefit level between \$300-\$1,600 based upon your choice. However, those disability payments are offset by other income you receive during your period of disability. Benefits paid are non taxable.

Long-term care coverage

Provides coverage for long term care services not covered by health or disability insurance. Coverage may be purchased for you, your spouse, or parents/stepparents. This is an insurance program where you pay premiums directly to the provider and is not available through payroll deduction. For details go to: <http://www.ltcbenefits.com> and use the password GoForLCC.

Intern

During session, Senators may elect to have an intern. A Senator pays the intern \$75 per week and is reimbursed monthly at the rate of \$75 per week. Only one reimbursement is allowed regardless of the number of interns working for a Senator. For details, contact the Senate Information Office.

Pre-tax Accounts

Pre-tax accounts are available to you as a way to fund various expenses and reduce your taxes. Pre-tax deductions are automatically taken for health/dental premiums and parking. In addition, pre-tax deductions can be elected for:

- ❖ Dependent care: Up to \$5,000.
<http://www.mmb.state.mn.us/docs/ins/yeb/dcea.pdf> for details.
- ❖ Health/dental care: Up to \$5,000 for unreimbursed medical/dental.
<http://www.mmb.state.mn.us/docs/ins/yeb/mdea.pdf> for details.
- ❖ Mass transit: <http://www.mmb.state.mn.us/docs/ins/yeb/transit.pdf> for details.

Reimbursements

- ❖ Communications: Senators are currently reimbursed up to \$125 monthly for their communications needs including phones, telephone bills, internet access and fax.
- ❖ Housing: Greater Minnesota members (those residing more than 50 miles one way from the Capitol) receive a housing allowance to a maximum of \$1,200 per month for rent and related expenses both during session and the interim. Leases must be filed in Fiscal Services to receive this allowance.
- ❖ Mileage/Travel Status: Constituent service and travel to meetings during the interim within your district and outlying areas are reimbursed at the IRS reimbursement rate. In addition, Greater Minnesota Senators are reimbursed for travel between their primary residence and the Capitol during session. Other preauthorized travel is reimbursed. The reimbursement for lodging within the state is \$100 per night.
- ❖ Per Diem: Senators are reimbursed up to \$96 per day for per diem when the Senate is in session. During the interim, per diem must have prior approval before it will be paid.

Retirement

If elected after 6/30/97 Senators are in the Unclassified Plan defined contribution plan and contribute 5% of compensation and the employer contributes 6%. You are unable to transfer into the General Plan Defined Benefit plan.

If elected prior to 6/30/97 you may continue in the Defined Benefit Plan and contribute 9% of your compensation. The retirement formula is 2.5% x years of service x average high five years compensation. The state funds the balance of the annuity from the General Fund if your contributions are not sufficient to fund it.

For details go to: <http://www.msrs.state.mn.us> or call 651-296-2761.

