

MSRS Post Employment Health Care Savings Plan
Non-Union, Non-Exempt Employee Contribution Schedule

Years of Service with the City of Shakopee	Hire - 1 year	Beginning of 2nd year - 5 yrs	6-10 year	11-15 years	16-20 years	21-25 years	26-30 years	31 yrs. +
% of Payroll Contribution	0	1%	1.5%	2%	2.5%	3%	4%	5%
City Contribution	\$35 \$45	\$35 \$45	\$35 \$45	\$35 \$45	\$35 \$45	\$35 \$45	\$35 \$45	\$35 \$45
Contribution of Severance Pay	N/A	N/A	50%	100%	100%	100%	100%	100%
Contribution of Accrued Vacation upon separation	0	0	50%	100%	100%	100%	100%	100%

Accelerated Sick Leave Severance Payout

The City of Shakopee appreciates employees, who through long-term service and dedication, contribute to making the city a successful and positive service provider. In recognition thereof, the City acknowledges such long-term service by providing an accelerated sick leave payout formula listed below for the employee who meets all the following conditions:

- Full-time or part-time benefit-eligible employee with the City of Shakopee for 15 continuous years or more.
- Employee must reach the age (usually age 55, as governed by Minnesota Statutes, 2004, 353.29 and related chapters) and service requirements to be qualified for retirement under PERA.
- Employee is separating employment in good standing.
- The percentage of the severance pay-out shall be based on a maximum of 960 hours of accumulated sick leave calculated on the basis of the employee's current annual base pay.
- The accelerated severance payment will be deposited in the employee's HCSP account not later than the first regularly scheduled payday following the employee's final day of employment.

Completion of Continuous Years of Service with the City of Shakopee	% of Accrued Sick Leave Paid Out	Completion of Continuous Years of Service with the City of Shakopee	Accrued Sick Leave Paid Out
0-5 years	0	20 years	65%
6-14 years	45%	21 years	67%
15 years	55%	22 years	69%
16 years	57%	23 years	71%
17 years	59%	24 years	73%
18 years	61%	25 years +	75%
19 years	63%		

*Anniversary date of full-time employment or part-time benefit-eligible date is used to compute years of service with the City of Shakopee.