

At Brainerd Housing and Redevelopment Authority (HRA), we offer a competitive wage and excellent benefit package*.

*Disclaimer: The Brainerd Housing and Redevelopment Authority is a separate employer and its employees are not City employees; however, the HRA is included in the majority of City of Brainerd's benefits (same health, life, dental and ancillary plans).

An Equal Opportunity Employer

Work Hours

Normal work hours are Monday through Thursday, 7:00am - 4:30pm (10 hour shifts).

Probationary Period

Probationary period is 6 months upon assuming the position. Completing the probationary period does not guarantee future employment with the HRA. All employment with the HRA is "at will."

Holidays

The 10 calendar holidays that are observed are as follows: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day and Friday following, and Christmas Day.

Vacation

Vacation is earned at the rate of 6.67 hours per month (2 weeks per year) for the first 5 years of employment. After the first five years, monthly accrual rate is increased annually per the Employee Policy Manual. Maximum vacation balance is 240 hours.

Sick Leave

Sick leave is earned at a rate of 8 hours per month with a maximum sick balance of 960 hours. Sick leave is not paid out upon termination.

Health Insurance

Health Partners is our current health insurance provider. Coverage takes effective the 1st of the month following the date of hire. The HRA currently offers one insurance plan or \$315 per month for an Opt-out election with appropriate group coverage documentation. The following is a summary of the insurance plan option for 2022:

- High Deductible Health Insurance Plan - \$2,800 single/\$5,600 family deductible. The employee pays 0% of the single premium. The employee pays 20% of the family premium or \$406.47 per month. The employee also receives an additional annual employer Health Savings Account contribution of \$2,000 for a single policy and \$2,500 for a family policy (amount will be prorated and deposited in quarterly increments) into the employee's Health Savings Account.

Life Insurance & Long-Term Disability

An employer paid \$25,000 life insurance and long-term disability insurance policy is provided by the HRA the 1st of the month following the initial-six months waiting period of eligibility.

Retirement Plan

HRA employees are eligible for Brainerd Housing & Redevelopment Authority Retirement Plan (defined contribution plan) on the 1st of the month following six months of employment. The employee contribution rate is 5.5% and the employer contribution rate is 7.5%. HRA employees are also immediately eligible to participate in the MN Deferred Compensation Plan. Employee contributions are made into this state run 457 plan on either a pretax or post tax basis.