

Crosby HRA Benefit Package



1. Hourly Position – Eligible for overtime/comp time.
2. Normal Work Hours: Flexible work hours, position currently is M-F 7:00am to 3:30pm. This position has the potential to be four – 10-hour days if applicant desires and is negotiated with management. Candidate will be on call every other week for after hours emergency work orders.
Employee earns benefits subject to applicable HRA policies. The following is a summary of benefits contained in HRA policies as of April 1, 2022:
3. 10 paid holidays, plus 16 additional personal leave hours of your choice. 2022 personal leave will be pro-rated based on date of hire.
4. 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.”
5. Vacation is earned at the rate of 6.67 hours per month (2 weeks per year) for the first five years of employment. After the fifth year, the monthly accrual rate is increased per the Employee Policy Manual. Maximum vacation accrual balance is 240 hours.
6. Sick leave is earned at a rate of 8 hours per month with a maximum sick leave accrual balance of 960 hours. Sick leave is not paid out upon termination.
7. Health Insurance -- HealthPartners is the HRA’s current health insurance provider. Coverage takes effect the 1st of the month following 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 2022-23:
 - Gold Insurance Plan - \$1,000 single/\$3,000 family deductible. The employee pays 0% of the single premium. The employee pays 20% of the family premium (age-based rates) per month.
8. An employer paid \$15,000 life insurance policy is provided by the HRA the 1st of the month following the initial six-month waiting period for eligibility.
9. HRA employees are eligible for Crosby Housing & Redevelopment Authority Retirement Plan (defined contribution plan) on the 1st of the month following 6 months of employment. The employee contribution rate is 6% and the employer contribution rate is 8.5% of gross salary.
10. HRA employees are also immediately eligible to participate in the MN Deferred Compensation Plan. Employee contributions are made into this state run 457 plans on either a pretax or post tax basis.
11. The 2021 starting salary range is \$41,600 to \$49,920 depending on qualifications.
12. In the event of any conflict between this summary of benefits and applicable HRA policy, HRA policy controls.