



Renville
COUNTY
Service • Stewardship • Shared Responsibility

Board of Commissioners Meeting

2025 HR Annual Report

Presented: Aug 2026

Earned Sick & Safe Time

ESST– Started January 1, 2024

- **What is sick and safe time?**
 - Sick and safe time is paid leave employers must provide to employees in Minnesota that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking.
- **Who is eligible for sick and safe time?**
 - An employee is eligible for sick and safe time if they are anticipated to work at least 80 hours in a year.
- **How much sick and safe time can employees earn?**
 - An employee earns one hour of sick and safe time for every 30 hours worked and can earn a maximum of 48 hours each year unless the employer agrees to a higher amount.



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**Earned Sick & Safe Time (ESST) is
NOT the same as MN Paid Family &
Medical Leave (PFML), which
started 1/1/26.**



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ESST Cont.

- **What can sick and safe time be used for?**
 - The employee's or family member's mental or physical illness, treatment or preventive care;
 - Absence due to domestic abuse, sexual assault or stalking of the employee or a family member;
 - Closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency;
 - When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease; and
 - To make funeral arrangements, attend a funeral service or memorial or address financial or legal matters that arise after the death of a family member.



ESST Cont.

- Which family members are included?

1. Their child, including foster child, adult child, legal ward, child for whom the employee is legal guardian or child to whom the employee stands or stood in loco parentis (in place of a parent);
2. Their spouse or registered domestic partner;
3. Their sibling, stepsibling or foster sibling;
4. Their biological, adoptive or foster parent, stepparent or a person who stood in loco parentis (in place of a parent) when the employee was a minor child;
5. Their grandchild, foster grandchild or step-grandchild;
6. Their grandparent or step-grandparent;
7. A child of a sibling of the employee;
8. A sibling of the parents of the employee;
9. A child-in-law or sibling-in-law;
10. Any of the family members listed in 1 through 9 above of an employee's spouse or registered domestic partner;
11. Any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
12. Up to one individual annually designated by the employee.



ESST Cont.

- **Must unused ESST hours be paid out when an employee leaves their job?**
 - Employers are not required to pay out any accrued or front loaded and unused ESST if an employee leaves their job, either voluntarily or involuntarily.
- **Are ESST hours restored if an employee returns to work for a former employer?**
 - An employee who returns to work for the same employer within 180 days of separation is entitled to the ESST hours accrued before leaving the employer.



ESST Cont.

- **Impact on Renville County?**

- Expanded the purposes for which sick time may be used.
- Expanded the purposes for who sick time can be used.
- Expanded sick time to now accrue, and be available for use, for seasonal and intermittent/on-call employees.
 - \$3,676.05 was paid to employees in 2025 who would not have been eligible for sick time prior to the ESST law taking effect.
 - Unable to calculate the cost for PT/FT employees who already accrued sick leave but now have expanded definitions for which to use it.



HR Employee Benefit Numbers (as of 12/31/2025)

- Medical Insurance = 180
- Medical FSA, Dependent Care, HSA, VEBA options = 326 (includes duplicates)
- Dental = 174
- Life (basic, voluntary, spouse, child) = 415 (includes duplicates)
- Vision = 77
- Long & Short Term Disability = 144 (includes duplicates)
- Critical Illness, Accident & Hospital = 96 (includes duplicates)
- Deferred Comp = 24 (includes duplicates)
- MSRS Health Care Savings Plan (HCSP) = 59 (includes duplicates EE & ER)
- Education Reimbursement = None (individual employees in 2025)
- FMLA = 26
- PERA: Coordinated; Police; Corrections; DCP = 218
- Employee Assistance Program = 8



HR Numbers

- As of January 1, 2025 – December 31, 2025
 - 228 EEs (including 1 seasonal)
 - 65 new in their positions in the last 12 months (11 promoted/ transferred, 39 new, 15 seasonal/ temp)

9/2/2x – 9/1/2x

2025: 233 EEs

64 new in positions

(8 promoted, 40 new, 16 seasonal)

2024: 227 EEs

75 new in positions

(9 promoted, 45 new, 21 seasonal)

2023: 219 EEs

77 new in positions

(15 promoted, 45 new, 17 seasonal)

2022: 216 EEs

78 new in positions

(17 promoted, 43 new, 18 seasonal)



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Comparison

- 2025 (1/1/25 – 12/31/25)
 - 367 Applications submitted
 - 327 Interviews (1st & 2nd round)
 - 66 positions posted (some multiple openings in one posting)
- 2025 (9/2/24 – 9/1/25)
 - 342 Applications submitted
 - 311 Interviews
 - 62 positions posted
- 2024 (9/2/23 – 9/1/24)
 - 711 Applications submitted
 - 545 Interviews
 - 57 positions posted
- 2023 (9/2/22 – 9/1/23)
 - 542 applications submitted
 - 445 interviews
 - 72 positions posted
- 2022 (9/2/21 – 9/1/22)
 - 401 applications submitted
 - 332 interviews
 - 66 positions posted



Employee Statistics (as of 12/31/2025)

- 41 employees on probation (initial or probationary)
- 8.25 average years of service for all FT/PT employees
- \$34.19 average wage of all FT/PT employees (no elected or oncall included)
- \$26,980.10 average value of benefits for a benefit eligible employee per year. \$13.24 per hour value. Approximately 27.9% value added on to salary.
 - Includes, employer contributions to medical, dental, life insurance, PERA, H.SA, HCSP, VEBA, sick, vacation, holiday, military leave, inclement weather, volunteer time



Questions?



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