



EMPLOYEE BENEFITS Updated 2/23/17

Park District Programs/Facilities: Most programs and facilities are free or have a reduced fee for full-time & permanent part-time employees and their spouse / dependents.

GRAND FORKS PARK DISTRICT:

All Park District programs & activities are free of charge except hockey programs, Border Blades, Cal Ripken Baseball, Babe Ruth Baseball and any other program run by an outside organization.

CHOICE HEALTH & FITNESS:

FREE: Membership (apply at location), Childcare (max 2 hrs.), Programs (other than those listed below)

25% Discount: Private & semi-private tennis, racquetball & swimming lessons; Private, semi-private & group personal training sessions; Specialty programs (i.e. Dance Academy, The Great Meltdown); Birthday Party Room rental; and Pro Shop items. See *Choice H&F Membership Staff* for more detail.

KING'S WALK GOLF COURSE & LINCOLN GOLF COURSE:

FREE: Golf at King's Walk & Lincoln Golf Course, Driving range use (limit: 1 basket of balls per day)

30% Discount: Full price apparel; **20% Discount:** Full price golf clubs & golf balls; Note: Cart rentals & any guest(s) must pay as normal.

Health Insurance: Employee pays 9.75% of premium for a Single Plan, SPD Plan or Family Plan. Employer pays remaining 90.25%. Starts at next eligible entry date after 60 days from hire date.

Vacation: Vacation accrues bi-weekly. 0-1 year 1 week, 1-3 years 2 weeks, 4-7 years 2.5 weeks, 8-11 years 3 weeks, 12-15 years 3.5 weeks, 16+ years 4 weeks

Paid Holidays: New Year's Day, Good Friday, Memorial Day, 4th of July, Labor Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving, Christmas Day.

Sick Leave: 96 hours of sick leave per year. Accrues bi-weekly.

Pension: Defined benefit pension plan administered by NDPERS

Mandatory contribution beginning of employment. Vest after 3 years.

Employee contribution is 7% of annual salary/Employer contribution is 8.26% of annual salary.

Rule of 90 for employees hired after 1/1/16 (Years of Service + Age = 90 = full retirement)

Pension benefit is equal to final average salary times 2% times years of service.

Deferred Compensation Retirement Plan: Employee pay.

Life Insurance: Employer pays. Qualify after 3 months from start date. \$25,000 death benefit.

Long-Term Disability Insurance: Employer pays. Eligible 3 months after start date. Benefit of 60% of monthly salary which begins after 90 consecutive days of being unable to work due to disability.

Dental Insurance: Employee pay. Two month waiting period.

Flex: Starts 3 months from start date.