

# GRAND FORKS PARK DISTRICT EMPLOYEE BENEFITS

Updated 12/5/19

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

## **GRAND FORKS PARK DISTRICT:**

All Park District programs & activities are free of charge.

## **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, Carts, Driving range use (limit: 1 basket of balls per day)

**30% Discount:** Full price apparel

**20% Discount:** Full price golf clubs & golf balls

**No Discount:** 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.

0-3 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, 4<sup>th</sup> 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. Vested 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.

**PEP (Portability Enhancement Provision):** See [www.ndpers.nd.gov](http://www.ndpers.nd.gov) for more information.

**Deferred Compensation Retirement Plan:** Employee pays. A Nationwide representative comes twice a year.

**Life Insurance:** Employer pays. Three month waiting period. \$25,000 death benefit.

**Long-Term Disability Insurance:** Employer pays. Three month waiting period. Benefit of 60% of monthly salary which begins after 90 consecutive days of being unable to work due to disability.

**Identify Fraud Protection:** Employer pays. Qualifies after 3 months.

**Additional Life Insurance:** Employee pays. Three month waiting period.

**Cancer Insurance:** Employee pays. Three month waiting period.

**Accident Insurance:** Employee pays. Three month waiting period.

**Dental Insurance:** Employee pays. Two month waiting period.

**Flex:** Starts 3 months from start date.

**Reward program:** Healthy Blues rewards is offered thru our Blue Cross Blue Shield. See brochure for details.

## **Additional Employee Discounts**

**Cell Phone:** 18% discount on your cell phone bill at Verizon and Sprint and 17% at AT&T. Some restrictions may apply.

**Gas:** Receive 5 cents off per gallon or pay with cash get an additional 5 cents off per gallon for a total of 10 cents off per gallon. Only at the Cenex Gas Station on Washington Street by Paradiso.

**Paint:** 20%-30% discount on various paint products at Sherwin Williams.

**Program:** Office 365 available for personal devices.

**Eyewear:** 20% discount on frames only at Lifetime Vision.

**Public Service Loan Forgiveness (PSLF) Program:** The Grand Forks Park District is a qualifying employer. See the program for more details.