

BENEFITS SUMMARY SHEET

This is a brief description of The Grand Forks Park District's benefits package for eligible benefited employees. The intent of this sheet is to provide a high-level summary of benefits. It does not provide a full description and is not a guarantee of benefits. For additional information, please see the Personnel Manual.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Health Insurance	Blue Cross Blue Shield ND <ul style="list-style-type: none"> Classic Blue 500 	90.25% monthly premium
Dental & Vision Insurance	Total Dental Administrators (TDA) Avesis Vision	N/A
Disability and Life Insurance	Long-term disability benefit provides 60% of monthly salary and \$25,000* life insurance.	100%
Flexible Spending Account (FSA)	Medical FSA Dependent Care Spending Account	N/A
Voluntary Benefits	<ul style="list-style-type: none"> Accident Insurance Hospital Confinement Critical Illness Cancer Insurance Additional Life Insurance 	N/A
Retirement Plan	North Dakota Public Employee Retirement Systems (NDPERS)	Employer contributes 5.26% - 8.26% and employee contributes 4% - 7%
Deferred Compensation Plan	Pre-tax or Roth payroll deductions	N/A
Sick and Bereavement Leave	Employees accrue 12 days of sick. Receive 3 days of bereavement leave for qualifying member.	100%
Vacation Leave	Employees accrue up to 28 days of vacation leave per year depending on years of service.	100%
Holidays	Recognizes 9 holidays per year.	100%
Membership	<ul style="list-style-type: none"> Choice Health & Fitness YMCA King's Walk Golf Course Lincoln Golf Course Elks / Riverside Pool Park District programs/activities Riverfork Credit Union 	100%

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Employee Assistance Program (EAP)	Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues.	100%
Tuition and Certification Reimbursement	Tuition reimbursement upon completion of courses.	Up to 100%
Wellness Program	Health Blues Rewards through Blue Cross Blue Shield ND	100%
Identity Fraud Expense Reimbursement	Travelers Casualty and Surety Company of America	100%
Discounts	<ul style="list-style-type: none"> • AT&T / Verizon • Lifetime Vision • Sherwin Williams paint • Office 360 	Discounts vary
Public Service Loan Forgiveness	Qualifying Employer	N/A
Maternity and Paternity Leave	Paid leave up to 80 hours.	N/A

*Amount reduces after age 65.