

# BENEFITS SUMMARY SHEET

This is a brief description of The Grand Forks Park District’s benefits package for eligible 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 contact Human Resources.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
<b>Health Insurance</b>	Blue Cross Blue Shield ND <ul style="list-style-type: none"> <li>• Classic Blue 500</li> </ul>	90.25% monthly premium
<b>Dental &amp; Vision Insurance</b>	Total Dental Administrators (TDA) Avesis Vision	N/A
<b>Disability and Life Insurance</b>	Long-term disability benefit provides 60% of monthly salary and \$25,000* life insurance.	100%
<b>Flexible Spending Account (FSA)</b>	Medical FSA Dependent Care Spending Account	N/A
<b>Voluntary Benefits</b>	<ul style="list-style-type: none"> <li>• Accident Insurance</li> <li>• Hospital Confinement</li> <li>• Critical Illness</li> <li>• Cancer Insurance</li> <li>• Additional Life Insurance</li> </ul>	N/A
<b>Retirement Plan</b>	North Dakota Public Employee Retirement Systems (NDPERS)	Employer contributes 9.26% and employee contributes 7%
<b>Deferred Compensation Plan</b>	Pre-tax or Roth payroll deductions	N/A
<b>Sick and Bereavement Leave</b>	Employees accrue 12 days of sick. Receive 3 days of bereavement leave for qualifying member.	100%
<b>Vacation Leave</b>	Employees accrue up to 20 days of vacation leave per year depending on years of service, and 12 days of sick leave per year.	100%
<b>Holidays</b>	Recognizes 9 holidays per year.	100%
<b>Membership</b>	<ul style="list-style-type: none"> <li>• Choice Health &amp; Fitness</li> <li>• YMCA</li> <li>• King’s Walk Golf Course</li> <li>• Lincoln Golf Course</li> <li>• Elks / Riverside Pool</li> <li>• Park District programs/activities</li> <li>• Riverfork Credit Union</li> </ul>	100%



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

\*Amount reduces after age 65.