Jamestown Parks & Recreation Department Full-time Employee Benefits at a Glance

Health Insurance – Blue Cross Blue Shield: Park & Rec pays 100% premium for single plan; employee is responsible for any amount over the single plan. Plan begins on the 1st of the month after a 30 day waiting period (i.e. hire date of March 7th, insurance policy goes in effect May 1st). Our plan does NOT include vision coverage.

Plan year 09/01/23-08/31/24	Park & Rec Share	Employee Share	Total
\$500 Deductible Plan	per month	per month	per month
Single (employee only)	\$852.20	\$ 0.00	\$ 852.20
Single plus dependent (employee plus eligible children)	\$852.20	\$ 636.30	\$1,488.50
Family (employee, spouse & eligible children or employee plus spouse)	\$852.20	\$1,339.50	\$2,191.70
	Park & Rec Share	Employee Share	Total
\$5,000 Deductible Plan w/ \$119.00 towards HSA	per month	per month	per month
Single (employee only)	\$733.20	\$ 0.00	\$ 733.20
Single plus dependent (employee plus eligible children)	\$733.20	\$ 546.12	\$1,279.32
Family (employee, spouse & eligible children or employee plus spouse)	\$733.20	\$1,149.20	\$1,882.40
DENTAL INSURANCE \$50 Deductible	Park & Rec Share	Employee Share Total	
	per month	per month	per month
Single (employee only)	\$28.80	\$ 9.60	\$ 38.40
Family (employee, spouse & eligible children or employee plus spouse)	\$28.80	\$ 67.20	\$ 96.00

Pension – NDPERS: Mandatory contribution beginning of employment.

Employee contribution 7.00% Employer contribution 8.26%*

Based on gross monthly income, does not include over-time or bonuses. Vested after 3 years. Pension is deducted from paycheck after-tax.

Life Insurance Policy: Qualify after 30 days of employment. Premium paid by Park & Rec. \$25,000 death of employee, additional \$25,000 for accidental death.

Disability Insurance: Qualify after 6 months of employment. Benefit 60% monthly salary; maximum monthly benefit \$5,000. Premium paid by Park & Rec.

AFLAC – Self Funded: Enrollment period June – Includes Health & Dependent Care Flexible Spending Accounts

Paid Holidays (begin upon employment):

Martin Luther King Birthday	President's Day
Memorial Day	Juneteenth
Labor Day	Veteran's Day
Thanksgiving Friday	Christmas Day
	Memorial Day Labor Day

Vacation: Vacation time starts accruing upon employment and available for use after 30 days of

employment: Years 1-5 2 weeks (6.67 hours per month)

Years 6-15 add 1 day each year (year 15 = 4 weeks)

Sick Leave: Accrue 1 day (8 hours) per month and is available for use after 30 days of employment.

Longevity Pay: After 5 years of uninterrupted service, 1% salary increase in anniversary month and every 5 years thereafter

^{*}Beginning January 1, 2024 Employer contribution will be 9.26%

Payday: All employees are paid monthly on the last working day of the month for the hours worked beginning the 25th of the previous month to the 24th of the current month. If pay date lands on a holiday or weekend, paychecks/direct deposit will be distributed on the closest business day before the holiday or weekend.

Other: Season family, man and wife or single pass to all Parks & Recreation Facilities. 10% Learning Center Tuition Discount (discount does not apply for special events or meals).

