

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).

Plan year 01/01/25-12/31/25	Park & Rec Share	Employee Share Total
\$500 Deductible Plan	per month	per month per month
Employee	\$826.63	\$ 0.00 \$ 826.63
Employee plus dependent(s)	\$826.63	\$ 617.22 \$1,443.85
Employee plus spouse	\$826.63	\$1,298.96 \$2,125.59
Employee plus spouse & dependents	\$826.63	\$1,298.96 \$2,125.59
	Park & Rec Share	Employee Share Total
\$5,000 Deductible Plan w/ \$115.43 towards HSA	per month	per month per month
Employee	\$711.20	\$ 0.00 \$ 711.20
Employee plus dependent(s)	\$711.20	\$ 529.53 \$1,240.73
Employee plus spouse	\$711.20	\$1,114.73 \$1,825.93
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Medallus Clinic - \$0 Copay for 500 Deductible plan, \$25 Copay for High Deductible Plan

	Park & Rec Share	Employee Share Total
DENTAL INSURANCE – Low plan	per month	per month per month
Employee	\$27.17	\$ 9.06 \$ 36.23
Employee plus dependent(s)	\$27.17	\$ 46.09 \$ 73.26
Employee plus Spouse	\$27.17	\$ 45.16 \$ 72.33
Employee plus spouse & dependents	\$27.17	\$ 89.07 \$ 116.24
	Park & Rec Share	Employee Share Total
DENTAL INSURANCE – High plan	per month	per month per month
Employee	\$33.26	\$ 11.09 \$ 44.35
Employee plus dependent(s)	\$33.26	\$ 65.86 \$ 99.12
Employee plus Spouse	\$33.26	\$ 55.17 \$ 88.43
Employee plus spouse & dependents	\$33.26	\$ 120.09 \$ 153.35

Employee Assistance Program – NexGen EAP: FREE: Counseling Services, Legal & Financial Consultations, Child/Elder Care Resources, Health Advocacy, Individualized Wellness Resources, Virtual Concierge, Online Resources, Mindfulness Training

Pension – NDPERS: Defined Contribution Plan

Employee contribution 4.00% Mandatory and up to 3% elective

Employer contribution 5.26% Required and up to 3% based on employee's elective

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

NDPERS 457 Plan: Employees can elect to contribute up to 3% and JPRD matches up to 3%

Life Insurance Policy: Qualify after 30 days of employment. Premium paid by Park & Rec.



Disability Insurance: Qualify after 6 months of employment. Premium paid by Park & Rec.

AFLAC – Self Funded: Enrollment period June – Includes Health & Dependent Care Flexible Spending Accounts, Vision, Dental, Accident, Cancer, Critical Illness

Met Life – Self Funded: Enrollment period November – Vision, Short term disability, Accident, Hospital Indemnity, Critical Illness, Legal Plans

Paid Holidays (begin upon employment):

New Year's Day Martin Luther King Birthday President's Day Good Friday Memorial Day Juneteenth Independence Day Labor Day Veteran's Day Thanksgiving Day Thanksgiving Friday Christmas 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

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

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.