



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
Employee plus spouse & dependents	\$711.20	\$1,114.73	\$1,825.93

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
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.

