



Bismarck Parks and Recreation District

Benefits Summary



Medical

- BCBS ND
- 100% employer paid
- Copays as applicable



Flexible Spending Account

- P&A Group
- Medical FSA
- Dependent FSA



Telemedicine

- Teladoc Health
24/7 Medical non-urgent care
- Spring Health
24/7 Virtual Therapy, Med
Mngmt & Mental Health



Pension

- Defined Benefit Plan
- 5% Employee Contribution
- Monthly Benefit for Rest of Life
- Surviving Spouse $\frac{2}{3}$ Benefit



Vision

- VSP
- Dual Plan Option
- Covers exams, frames, lenses and contacts



Facilities and Programs

- Full-time employees, spouses, and dependents receive free use of District facilities and programs



Dental

- TDA Dental/EMI Health
- Dual Plan Option
- In-network discounts



Annual Leave

- First 3 years: 8 hr/month
- Increases with years of service
- 360 maximum accumulation



Life Insurance

- The Standard
- \$30,000 Term Life & AD&D paid by employer
- Voluntary options for employee, spouse, dependents



Sick Leave

- 8 hours per month
- 960 maximum accumulation



Employee Assistance Program

- CHI St. Alexius
- Employer Paid Benefit
- 8 free sessions per year
- Available for anyone covered under our BCBS plan



Holidays

- 11 paid holidays



Long Term Disability

- The Standard
- Employer Paid Benefit



Accident, Critical Illness, & Hospital Indemnity

- Additional insurance options through The Standard paid through payroll deductions.

Have more questions?

Contact Finance Director at 701.222.6784