



FULL-TIME EMPLOYEE BENEFITS



**BISMARCK PARKS AND
RECREATION DISTRICT**
Est. 1927

(As approved by the Board of Park Commissioners 9-16 & 10-16. Subject to change with Board approval.)

Health and Life Insurance:

The District provides, with the City of Bismarck, a self-funded employee health benefit plan for eligible employees and their eligible dependents.

Annual Leave:

For each full month of service, employee accrues 8 hours of annual leave per month which increases with years of service.

Sick Leave:

For each full month of service, employee accrues 8 hours with a cap of 960 hours.

Paid Holidays (11 days):

New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, the day after Thanksgiving, and Christmas Day.

Pension (Defined Benefit):

The plan is a defined benefit pension plan administered by the City of Bismarck, and 5% of employee's salary is deducted pre-tax each payroll.

Program and Facility Use:

All full-time employees, their spouses and dependents shall receive free use of District facilities and programs run by the District during the term of the full-time employment with the District. Programs and facilities operated by user groups or contracted concessions are not subject to free admission.

Deferred Compensation (optional):

Employees may defer a portion of their salary on a pre-tax basis for a voluntary supplemental retirement account.

Employee Assistance Program:

Employees and families have access to an employee assistance program that provides counseling and referral services for such areas as marital and financial problems, alcohol/drug abuse and emotional needs.

Social Security & Medicare

Percentage of wages as determined by federal law.

Worker's Compensation:

Eligible employees will receive benefits from Workforce Safety and Insurance as defined in the North Dakota Century Code.

Unemployment:

Payable under the reimbursement provisions of the North Dakota Unemployment Compensation Law.

Flex Plan (optional):

Allows employees to set aside pre-tax dollars out of their paychecks to pay for eligible health care expenses.

Dental and/or Vision (optional):

Employees may elect to enroll in a dental and/or vision plan at their expense.

EOE

400 East Front Ave.
www.bisparks.org
222-6455