



**CITY OF WATFORD CITY
EMPLOYMENT BENEFITS
2024**

SALARY:

- Annual step increase based on performance review and approval by supervisor

PTO

Years	PTO Days	PTO hrs.	Per Paycheck Accrual
First	17	136	5.231
1-3	24	192	7.385
4-7	27	216	8.308
8-12	30	240	9.231
13-18	32	256	9.846
19+	36	288	11.077

HOLIDAYS

Employees receive paid holidays.

1. New Year's Day
2. Martin Luther King, Jr.
3. Presidents' Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Veterans' Day
9. Thanksgiving
10. Day after Thanksgiving
11. Christmas Eve (pending on day it falls)
12. Christmas Day

HEALTH INSURANCE

City currently pays 100% of premiums for employee and employee plus dependent coverage and 70% of a full coverage family insurance plan which includes medical, dental and vision. Probationary employees may enroll for coverage under the Group Plan and begin insurance coverage effective the first day available according to our current health insurance policy. Couples that are both work for the City and are eligible for benefits, the City will pay 100% of a couples/family plan.

LIFE INSURANCE

City provides 100% paid term life insurance and disability/dismemberment insurance equivalent to annual salary. City provides \$12,000 life insurance coverage through NDPERS. Employee may purchase additional insurance for self, spouse, and dependents. Additional life insurance may be purchased.

RETIREMENT

ND Public Employees Retirement System
Starts with first paycheck
3.0% Employee salary contribution
13.26% City contribution
1.5% Public Safety Employee Contribution
16.54% City contribution

Retirement Plan	Eligibility
Main Plan	<u>EARLY RETIREMENT</u> ✓ age 55 or older and have 3 years of eligible service credit; or <u>NORMAL RETIREMENT</u> ✓ meets the Rule of 85; (Rule of 90 with minimum age 60 for members hired on or after 01-01-2016) ✓ attained age 65 while actively employed with a NDPERS participating agency.
Public Safety, National Guard & BCI agents hired before 8/1/2023	<u>EARLY RETIREMENT</u> ✓ age 50 or older and have 3 years of eligible service; or <u>NORMAL RETIREMENT</u> ✓ meets the Rule of 85 ✓ attained age 55 and have 3 years of eligible service.

LONGEVITY PLAN

Regular full-time Employees will be entitled to their first longevity payment when they have worked at least seven (7) years. Employees earn longevity pay at the rate of \$100.00 per year of employment, payable in November, of each year. This is in addition to the regular salary.

COLA

From time to time at City Council’s sole discretion, City Council may change the salary and wage schedule to account for cost-of-living changes. In order for an employee to be eligible for a cost-of-living change in his/her salary or wages, the employee must have been employed for at least six months prior to the effective date of the cost-of-living change. Employees who have not been employed for at least six months prior to the effective date of the cost-of-living change will not realize that change.

UNEMPLOYMENT, FMLA AND WORKER'S COMPENSATION

EMPLOYEE ASSISTANCE PROGRAM

The City provides employees and members of your household access to an Employee Assistance Program (EAP), through The Village Business Institute. Each employee’s household is equal to the number of household members x 4 sessions. Example, a household of 5 x 4 sessions = 20 sessions per 12-month period. This a strictly confidential service.

OPTIONAL BENEFITS

- Deferred Compensation
- AFLAC
- Nationwide
- Additional Life Insurance for spouse and dependents
- Flex Spending Plan, Medical and childcare expenses allowed, pre-tax deduction from payroll
- Health Club Credit Program with Blue Cross and Blue Shield