



EMPLOYEE BENEFITS SUMMARY

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Medical	Blue Cross Blue Shield PPO Plan	80% Spouse/Family; 90% Single
Dental	Delta Dental	Employee-paid
Vision	Avesis Vision	Employee-paid
Flexible Spending Account (FSA)	WEX Benefits – health and dependent care	Employee-paid
Life	County provides \$12,000 life insurance coverage for eligible employees through NDPERS Life Insurance Program.	100%
Voluntary Life	Eligible employees & their spouses can choose to purchase supplemental and dependent life insurance coverage through NDPERS Life Insurance Program.	Employee-paid
Accidental Death & Dismemberment (AD&D)	NDPERS Life Insurance Program contains an insurance benefit based on criteria of accident outcome.	Employee-paid
Colonial Life Varied Insurance	Accident, Critical Illness incl. Cancer, Hospital, Life, Disability and Dental.	Employee-paid
Aflac Varied Insurance	Accident, Cancer, Critical Illness, Hospital, Life, and Disability.	Employee-paid
Retirement Plan	NDPERS Defined Benefit Plan	16.26% of employee salary; 17.45% of employee salary for Public Safety
457(b) Deferred Compensation Supplemental Retirement Plan	NDPERS Companion Plan; Nationwide 457(b) Traditional and Roth; Bravera Wealth	Employee-paid
Leave Time		
<i>Vacation</i>	Employees accrue 4 hours the first two pay periods of the month, up to 96 hours annually and increases to a maximum of 192 hours annually based on years of service.	100%
<i>Sick Leave</i>	Employees accrue 4 hours the first two pay periods of the month, up to 96 hours annually.	100%
<i>Bereavement</i>	Three 8-hour days granted for immediate family member death; One 8-hour day for other family.	100%
Holidays	The County recognizes 11 ½ paid holidays per year.	100%
Employee Assistance Program (EAP)	Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues; also provides referral for a variety of issues.	100%
Wellness Program	WebMD provides health, fitness, and nutrition-based activities and rewards. Learn to Live digital mental health program for stress, anxiety, depression, insomnia, and substance abuse.	Activities are free to participate. Employees enrolled in Medical Insurance may receive up to \$250 in rewards; \$500 for a couple.
Longevity Pay	After 5 years of consecutive employment, employees earn up to \$3 per month and increases to a maximum of \$4 per month based on years of service.	100%
Discounts	50% off Medora Musical tickets and Bully Pulpit Golf, 25% off West River Community Center memberships, and phone discounts.	Discounts vary

PLEASE NOTE: This summary is designed and intended for the purpose of presenting general information only. Its contents are not to be accepted or construed as a substitute for the provisions of the written plan documents and/or the Stark County Human Resources Personnel Handbook or Policies and Procedures.