

## CITY OF GRAFTON

### **FRINGE BENEFITS**

<b>Annual vacation</b>	0 to 6 years	11 days
	7 to 14 years	16 days
	15 plus years	21 days

- \* May use 40 hours vacation after satisfactory 6 month probation period.
- \* One year's earnings may be carried over to be taken the next year.

**Sick Leave** - 12 days per year (Unlimited accumulation).

- \* 40 hours per year may be used for family illness/appointments.
- \* Upon retirement 10% of hours accumulated paid at current salary.

**Holidays** – 9 ½ per year (New Years Day, Presidents Day, Good Friday, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving Day, ½ day of Christmas Eve Day and Christmas Day)  
(Note: Police Officers get paid for holidays)

**Retirement Plan** - North Dakota Public Employees Retirement Program  
4% of employees gross salary; City matches with 11.26%  
3 years to vest.

**Health Insurance** – Sanford Health (NDPERS State Plan)  
Currently 100% of Family Plan paid.

- \* PPO plan - \$400 deductible, \$25 copay for office visits; 80/20 coinsurance  
out of network: \$400 deductible; \$30 office copay; 75/25 coinsurance

**Deferred Compensation Plan.** (maximum 25% of salary)

**Cafeteria Plan.** (Medical up to IRS maximum of \$2,500, dependent care up to \$5,000 and premium conversion where the City participates)

**Uniforms** provided by City, if applicable.

**Life Insurance** - \$5,000 policy paid by City. Employee can supplement up to \$200,000 (half for spouse)

**Cellular phone plan** – various plans (employee's cost). (AT&T)