CITY OF GRAFTON

FRINGE BENEFITS

Annual vacation
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, Veterans 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 - $500 deductible, $30 copay for office visits; 80/20 coinsurance
  Basic: out of network: $500 deductible; $35 office copay; 75/25 coinsurance

Deferred Compensation Plan. (maximum 25% of salary)

Cafeteria Plan. (Medical up to IRS maximum of $2,750, dependent care up to $5,000 and
premium conversion where the City participates)

Uniforms provided by City, if applicable.

Life Insurance – NDPERS - $10,000 policy paid by City. Employee can supplement up to
$400,000 (half for spouse)

Cellular phone plan – AT&T or Verizon (employee payroll deduction).