

Sargent County Benefits Summary

Health Insurance *Sanford Health Plan (NDPERS)*

Employee: 100% paid by County

Family \$588.39

Dental Insurance *Blue Cross Blue Shield (eff 9.1.26)*

Employee: \$55.10

Family: \$137.80

Note(s): Effective 8.4.26, employees who currently have an agreement with the county that provides full county paid dental insurance, will continue to receive that under their agreement.

Effective 1.1.27, the county will pay a single dental premium for all eligible employees.

Vision Insurance *Delta Vision (eff 9.1.26)*

Available at employee's cost.

Employee: \$11.34

Employee +
Spouse \$22.68

Employee +
Children \$27.21

Family: \$40.83

Life Insurance *Voya Financial*

- County provides \$12,000 paid life insurance for each eligible employee.
- At employee's expense, additional insurance can be purchased for employee, spouse and dependents.

EAP – Employee Assistance Program *The Village Family Service Center*

- 100% paid by County. Members of your household have access to an Employee Assistance Program (EAP) The Village Family Service Center.
- Services are confidential.
- Available 24/7, 365 days a year.

- The EAP program offers professional guidance in several areas, including:
 - Relationship issues
 - Emotional health
 - Drug and alcohol
 - Workplace, financial and legal issues

Flex Benefits

WEX

- Employees can save tax dollars by flexing their eligible premiums, using Medical and Daycare Spending Accounts.
- A maximum contribution limit for healthcare FSA is set by IRS guidelines.
- A maximum contribution limit for dependent day care FSA is set by IRS guidelines.
- VISA Debit Benefits Card available.

Supplemental Insurance

AFLAC

- Employee has option to purchase additional personal insurance products, including Cancer, Vision, Short-Term Disability, Accident, Critical Care Protection, Hospital Indemnity Insurance plans, etc.
- County pays up to \$125.00 on Aflac premiums when employee doesn't elect medical insurance.

Deferred Compensation Plan

Nationwide

- Allows employee to make contributions into investments under Section 457 of the Internal Revenue Code. The county will contribute a 14.26% employer match with a minimum 2% employee contribution.
- New Employee's effective October 1, 2025. Nationwide.

Pay Day

- 4th Friday of each month.
- Direct Deposit of payroll checks.

Vacation

- Vacation Year: January 1st through December 31st.
- Eligibility: Regular Full-time and Regular Part-time employees.

Vacation Eligibility Table

<u>Length of Service as of Anniversary Date</u>	<u>Days/Month</u>	<u>Amount of Vacation</u>
1 through 7 years	0.83 days	10 days (2 weeks)
8 through 14 years	1.25 days	15 days (3 weeks)
15 and thereafter	1.67 days	20 days (4 weeks)

Sick Leave

Eligible Employees:

- Regular full-time employees
- Regular part-time employees (pro-rated on previous six (6) months worked)
- 1 sick day per month, 12 days per year.

Personal Days

- 2 days per year.
- Regular full-time employees only.

Paid Holidays

Eligible Employees:

Regular full-time employees and regular part-time employees (pro-rated)

11.5 days per year.

- New Year's Day (January 1)
- Martin Luther King, Jr. Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Good Friday (Friday before Easter)
- Memorial Day (last Monday in May)
- Juneteenth (June 19th)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veterans' Day (November 11)
- Thanksgiving (fourth Thursday & Friday in November – Friday is a holiday in lieu of Columbus Day)
- Christmas Eve Day (December 24 – 12:00 noon)
- Christmas (December 25)
- Every additional day appointed by resolution of the Sargent County Commission for a public holiday.