

# 2017 MPO BENEFIT SUMMARY

## **Employer Paid Benefits:**

HEALTH INSURANCE: Sanford Health

Entire Cost of Family Health Insurance is \$1,404.84 per month through May 2017  
Then \$1,542.40

Employer Pays: \$1,053.64 through May 2017  
Then \$1,156.80

Employee Pays: \$351.20 or \$175.60 per pay period through May 2017  
Then \$385.60 or \$192.80 per pay period

Entire Cost of Single Health Insurance is \$581.48 per month through May 2017  
Then 638.38

Employer Pays: \$436.12 through May 2017  
Then \$478.78

Employee Pays: \$145.36 or \$72.68 per pay period through May 2017  
Then \$159.60 or \$79.80 per pay period

LIFE INSURANCE:

Employer Pays for the first \$35,000

Employee can purchase additional life insurance up to \$300,000.  
Employee can purchase optional dependent coverage.

PENSION PLAN:

NDPERS Defined Benefit Plan – 3 Year Vesting

8.26% Paid by Employer  
7.00% Paid by Employee

LONG TERM DISABILITY INSURANCE:

Premium paid by Employer (96 consecutive day qualifying period)

EMPLOYEE ASSISTANCE PROGRAM:

Premium paid by Employer

WORKER'S COMPENSATION:

Premium paid by Employer

UNEMPLOYMENT COMPENSATION:

Premium paid by Employer

POST EMPLOYMENT HEALTH PLAN:

Employer contributes \$40.00 per month per employee.

PAID HOLIDAYS:

Nine (9) Holidays per year.

PERSONAL LEAVE DAY:

Eight (8) Hours per year.

BONUS PERSONAL LEAVE:

Eight (8) Hours for employees using less than eight (8) hours of sick leave in a calendar year.

**Employee Paid Benefits:**

DENTAL INSURANCE:

Employee Pays for Dental Insurance:

Single Coverage:	\$39.72 per month or \$19.86 per pay period
Single + 1:	\$79.16 per month or \$39.58 per pay period
Family:	\$124.84 per month or \$62.42 per pay period

VISION INSURANCE:

Employee Pays for Vision Insurance:

Single Coverage:	\$8.26 per month or \$4.13 per pay period
Single + 1:	\$14.52 per month or \$7.26 per pay period
Family:	\$23.96 per month or \$11.98 per pay period

TUITION REIMBURSEMENT:

40% per class reimbursed by MPO for job relevant classes taken with prior approval.

## POST-EMPLOYMENT HEALTH:

Employer pays \$40.00 per month into a post-employment health fund for each employee.

## **Accruals:**

### ANNUAL LEAVE:

Begins immediately with 10 days of leave the first year, increasing with each year of continuous Employment.

Employee may carry over up to 352 hours of annual leave. Upon separation of service, 100% of Accrual paid to employee at current rate of pay.

### SICK LEAVE:

112 Hours per year – unlimited accrual

### ANNUAL SICK LEAVE PAY BACK:

After 960 hours of accrued sick leave, the option to cash in accruals in excess of 960 hours at 50% value is available.

### SICK LEAVE PAY BACK:

Upon separation of service, 50% of accrual paid to employee. Under 960 hours paid at current rate of pay; over 960 hours paid at rate at which it was accrued.

## **EFFECTIVE IMMEDIATELY:**

Pension

Life Insurance

Health Insurance (If employee starts work anytime between the first and thirty-first of the month this will take effect the first of the following month)

Dental (Optional)

Optical (Optional)

Deferred Compensation (Optional) – This will start the month following signing up

## EFFECTIVE AFTER SIX MONTHS

Disability Insurance

Post-Employment Health

## LONGEVITY

Longevity is no longer a benefit offered to employees – For those employees that were grandfathered in the schedule is as follows:

\$45/month after 6 years of service (\$540.00)  
\$55/month after 9 years of service (\$660.00)  
\$65/month after 12 years of service (\$780.00)  
\$75/month after 15 years of service (\$900.00)  
\$85/month after 20 years of service (\$1,020.00)

Updated: 5/31/2017