



**CITY OF WATFORD CITY  
EMPLOYMENT BENEFITS  
2018**

**SALARY:**

- \$XXX.xx
- Annual step increase based on performance
- 12 month probationary period

**PTO**

<b>Years</b>	<b>PTO Days</b>	<b>PTO hrs.</b>	<b>Per Paycheck Accrual</b>
<b>First</b>	17	136	5.231
<b>1-3</b>	24	192	7.385
<b>4-7</b>	27	216	8.308
<b>8-12</b>	30	240	9.231
<b>13-18</b>	32	256	9.846
<b>19+</b>	36	288	11.077

**HOLIDAYS**

Employees receive paid holidays.

1. New Year's Day
2. Martin Luther King, Jr.
3. Presidents' Day
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Veterans' Day
9. Thanksgiving
10. Day after Thanksgiving
11. Christmas Eve (½ day)
12. Christmas

**HEALTH INSURANCE**

City currently pays 100% of premiums for employee and employee plus dependent coverage and 70% of a full coverage family insurance plan which includes medical, dental and vision. Probationary employees may enroll for coverage under the Group Plan and begin insurance coverage effective the first day available according to our current health insurance policy.

**LIFE INSURANCE**

City provides term life insurance and disability/dismemberment insurance equivalent to annual salary  
City provides \$7,000 life insurance coverage. Employee may purchase additional insurance for self, spouse and dependents.

## **RETIREMENT**

ND Public Employees Retirement System

Starts with first pay check

4.43% Employee salary contribution

10.83% City contribution

## **LONGEVITY PLAN**

Regular full-time Employees will be entitled to their first longevity payment when they have worked at least seven (7) years. Employees earn longevity pay at the rate of \$100.00 per year of employment, payable on December 1<sup>st</sup> of each year. This is in addition to the regular salary.

## **UNEMPLOYMENT AND WORKER'S COMPENSATION**

## **EMPLOYEE ASSISTANCE PROGRAM**

## **OPTIONAL BENEFITS**

- Deferred Compensation
- AFLAC
- Additional Life Insurance for spouse and dependents
- Flex Spending Plan
  - Medical and childcare expenses allowed; pre-tax deduction from payroll