



City of Bismarck Benefits Summary

*Benefits start the first of the month following 30 days



Medical

- BCBS ND
- 100% employer paid
- Copays as applicable



Flexible Spending Account

- P&A Group
- Medical FSA
- Dependent FSA



Telemedicine

- Amwell
- Available 24/7, 365 days a year



Pension

- Mandatory participation
- 5% for City Employees
- 9.4% for Police Employees
- Fire has separate retirement



Vision

- Avesis
- Dual Plan Option
- Covers exams, frames, lenses and contacts



Additional Retirement Options

- Mission Square
- 457 Deferred Compensation Plan
- Roth IRA
- 457 Roth



Dental

- TDA Dental
- Dual Plan Option
- In-network discounts



Annual Leave

- First 3 years: 8 hr/month
- Fire 10.6 hr/month
- Increases for seniority



Life Insurance

- The Standard
- \$30,000 Term Life & AD&D paid by employer
- Voluntary options



Sick Leave

- 8 hours per month
- Fire 10.6 hours per month
- 960 maximum accumulation
- Fire 1272 maximum accumulation



Employee Assistant Program

- CHI St. Alexius
- Employer Paid Benefit
- 8 free sessions per year
- Available for anyone covered under our BCBS plan



Holidays

- 10 paid holidays



Long Term Disability

- The Standard
- Employee Paid Benefit



Accident, Cancer, Life

- Additional insurance options
- Colonial Life
- Optional through payroll deductions

Have more questions?
Contact HR at 701-355-1330