



## BENEFITS

2021-22

CERTIFIED EMPLOYEE

CONTRACTED

**Paid 20<sup>th</sup> of each month—Benefits/Deductions calculated on 12 checks**

BENEFIT			EMPLOYEE	EMPLOYER
Retirement---NDTFFR			4.25%	20.25%
ND United	**Rate Table			\$0.00
<b>Health Insurance</b> <b>Option 1—Traditional</b> <b>'CompChoice'</b> <i>Effective Date will be the 1<sup>st</sup> or 16<sup>th</sup>- depending upon first day of work</i>	Single \$731.37 Plus Dependent \$1,287.23 Family \$1,901.49		\$0.00 \$555.86 \$1,170.12	\$731.37 \$731.37 \$731.37
<b>Option 1—Deductible &amp;</b> <b>Coinsurance</b> <b>Reimbursement</b>			\$300.00	Up to Plan Max Single \$2,400 Family \$5,100
<b>Option 2—</b> <b>High Deductible</b> <b>'BlueSaver'</b> <i>Effective Date will be the 1<sup>st</sup> or 16<sup>th</sup>- depending upon first day of work</i>	Single \$591.92 Plus Dependent \$1,041.84 Family \$1,539.09		\$0.00 \$449.92 \$947.17	\$591.92 \$591.92 \$591.92
<b>Option 2—HSA</b>	Year 1			\$1,800/year
Single \$3,600 Max Family \$7,200 Max	Year 2 Changes take effect October 1 <sup>st</sup> of each year			Match up to \$1,700/year
<b>Option 3—Waive</b>	\$4,388/year *taxable or place in FSA*			\$365.00/month
<b>Section 125 Flexible Amt</b>	\$400/year			\$33.33/month
<b>Life Insurance</b>	\$10,000 policy		\$0.00	\$1.93
<b>Flexible Spending Account</b>	**up to employee \$2,700 Max w/\$500 carryover Changes take effect October 1 <sup>st</sup> of each year			\$0.00
<b>Vision</b> <i>Effective Date will be the 1<sup>st</sup> of the month following first day of work</i>	Single Plus Spouse Plus Dependent Family	<b>MetLife</b> \$7.78 \$15.59 \$13.20 \$21.76	<b>VSP</b> \$8.48 \$18.28 \$14.76 \$24.56	\$0.00
<b>Dental</b> <i>Effective Date will be the 1<sup>st</sup> of the month following first day of work</i>	Single Plus Spouse Plus Dependent Family	<b>MetLife-High</b> \$43.56 \$86.75 \$98.88 \$152.23	<b>MetLife-Low</b> \$36.06 \$71.89 \$73.62 \$116.41	<b>Delta</b> \$30.26 \$61.79 \$75.02 \$111.24
<b>Add'l Life Insurance</b>	**up to employee			\$0.00
<b>AFLAC</b>	**up to employee			\$0.00

### Annual Leave:

**Sick—10 Days / Other—7 Days**

\$60/Credit Hours  
\$450/Step

\$1,500/Masters Degree

## **What is a Section 125 Cafeteria Plan?**

A Section 125 Cafeteria Plan is an employer-sponsored benefits plan that lets employees pay for certain qualified medical expenses – such as health insurance premiums – on a pre-tax basis. It's called a "cafeteria plan" because, like walking through a cafeteria and selecting various dishes to eat, employees can choose the types of healthcare options they want, such as medical, dental, vision and other benefits, and decline the ones they don't.

In addition to the health benefits, employees enjoy lower taxes. Contributions to the cafeteria plan are made before taxes are taken out of their paychecks.

The primary advantage to employees is the range of healthcare options that allows them to use Section 125 money to fit their needs. Typically, they can use the pre-tax money to pay for health insurance premiums, retirement deposits, or other benefit options. If they don't want any of the offered benefits, they may be able to choose alternatives; options may include cash or other taxable benefits, like supplemental life or disability insurance.

It's important to note that a Section 125 Cafeteria Plan does not provide health insurance. Instead, it allows employees to use pre-tax money to choose and pay for the types of insurance coverages that are most meaningful to them.

## **Section 125 Cafeteria Plan Requirements**

To qualify as a Cafeteria Plan, the plan must include:

- At least one taxable benefit option (considered part of the employee's salary), and
- At least one qualified pre-tax benefit

An example of the taxable benefit option could be allowing employees to take the monthly amount as part of their salary rather than applying it towards the benefit plan. With traditional company-sponsored healthcare insurance, the employer generally pays part of each employee's premiums. If an employee opts out of the plan, he or she does not receive compensation for the amount their premiums would have cost. With a Section 125 Cafeteria Plan, however, the employer may choose in this situation to offer the cost of the benefits as cash. The employee may use the money towards another benefit; though, if the employee receives cash, that money is taxed.

Qualified pre-tax benefits can range from health and disability insurance to Flexible Spending Accounts (FSAs), Dependent Care Assistance Plans (DCAP), Health Savings Accounts (HSAs), and contributions toward retirement plans.