



BENEFITS

2021-22

CERTIFIED EMPLOYEE
CONTRACTED

Paid 20th of each month—Benefits/Deductions calculated on 12 checks

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

Annual Leave:

Sick—10 Days / Other—7 Days

\$60/Credit Hours	\$1,500/Masters Degree
\$450/Step	

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.