

# EMPLOYEE BENEFITS

*at a glance*

## EMPLOYEE DEVELOPMENT

- Opportunities for Advancement
- Career Trainings
- Professional Development
- Leadership Development Training
- Customer Service Training
- Harassment Training



## RETIREMENT

- SD Retirement System with Employer Match
- SD Supplemental Available



## COMPENSATION

- Overtime
- Comp Time
- Shift Pay
- On-Call Pay
- Call-In Pay
- Direct Deposit
- Weekend Pay



## PERKS

- Tuition Reimbursement
- Boot Allowance
- Safety Glasses Allowance
- Free GreatLIFE Fitness Membership
  - Monthly Employee Wellness Challenges
  - 3 Weeks Paid Parental Leave



## INSURANCE

- 3 Medical Insurance Options
  - Low deductible health plan
  - 2 High deductible health plans with HSA
- Single, 2 Person, and Family Options
- HSA Employer Contribution
- Group Dental
- Group Standard Vision
  - Buy Up Option
- Flex Spending Account
- Life Insurance
- Voluntary Life Insurance
- AFLAC Options
- Employee Assistance Program



## SAFETY

- Safety Training
- Incident Command System (ICS) Training
- Safety Committee
- Compensation Fund



Yearly recipient of the Safety and Loss Control award from the SD Public Assurance Alliance and SDML Workers' Compensation Fund

## PAID TIME OFF

- 11 Holidays
- 3, 8-hour Personal Days
- Minimum 2 weeks vacation every year
- 8 hours sick leave per month

