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## **BAKKEN BENEFIT HIGHLIGHTS 2023**

### **FULL TIME EMPLOYEES**

#### **Medical Insurance Coverage**

The Bakken pays 100% of the employee premiums of either a Health Partners “Silver Achieve” or Health Partners “HSA Embedded” base plan policy. If the employee elects to take the “Open Access” of either plan, the employee will pay the difference in price between the base plan and the elected plan. The employee may choose to enroll dependents, at 100% of the dependent premiums.

#### **Dental Insurance**

Dental insurance is available for employees. Employees pay 100% of the dental premium if they chose to have coverage.

#### **Life Insurance, Long Term Disability, Travel Insurance and EAP**

The Bakken fully pays for a Life Insurance Policy (\$15,000 benefit), Travel Accident Insurance Policy, EAP (Employee Assistance Plan) and a Long Term Disability Policy for its full time employees.

#### **Paid Time Off (PTO)**

All full-time employees are currently eligible to accrue PTO, starting at 200 hours (25 days) per year, accrued monthly at 16.67 hours per month. For each additional year of service, employees accrue an additional 8 hours of PTO with a maximum of 336 hours (42 days) per year.

#### **Floating Holidays**

The Bakken provides full-time staff 10 paid floating holidays. Floating holidays are meant to be used for religious or cultural holidays, birthdays, holiday-related volunteer activities, or to spend time with family members who may be out of school or off of work for a holiday. Floating holidays can be used for other purposes other than observance of a holiday, but only after all paid time off (PTO) has been exhausted.

#### **403b Retirement Savings Plan and Bakken Matching**

Employee pre-tax contributions from paychecks are available to participate in the 403b retirement plan; The Bakken matches the contribution percent, up to 3%. Bakken matches .5% on each 1% between 3% and 5%. Current maximum match is 4%. The match is subject to change annually.

#### **Flex Plan (FSA)**

The flex plan (FSA) is available to employees to have medical premiums deducted on a pre-tax basis.

A Flexible Spending Account is available as an option to use pre-tax dollars for dependent care and/or medical expenses.

#### **Bakken Dual Membership**

Includes admission benefits of ASTC Passport program at other participating museums outside of the metro area