



3537 Zenith Ave S
Minneapolis, MN
55416-4623

PHONE 612.926.3878
FAX 612.927.7265
WEB thebakken.org

BAKKEN BENEFIT HIGHLIGHTS 2024

FULL TIME EMPLOYEES

Medical Insurance Coverage

The Bakken pays 80% of the employee's premium of the "base plan" option (HealthPartners \$6,000 - \$70 Silver Achieve). The remaining 20% will be an employee contribution and will be reflected in bi-weekly paychecks as a pre-tax deduction. If the employee elects to enroll in a plan other than the base plan, the employee will pay 20% of base plan premium as well as 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 and families. 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.

Volunteer Time Off (VTO)

All full-time employees are currently eligible to use 16 hours biannually (16 hours January – June and 16 hours July – December) that they can be paid for volunteering in the community. VTO hours do not roll over.

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