

For Your Information

EMPLOYEE BENEFITS

Health, Dental, Life and Long-Term Disability Insurances (for full-time employees)

- Employee can choose a PPO or HealthFund plan.
- The bi-weekly cost for each plan is as follows:

Health			Dental		
• PPO	Employee only	\$ 29.74	PPO	Employee only	-0-
	Employee + children	\$139.24		Employee + children	\$17.45
	Employee + spouse	\$163.55		Employee + spouse	\$17.45
	Family coverage	\$199.23		Family coverage	\$23.26
• HealthFund	Employee only	\$ 21.53	HMO	Employee only	-0-
	Employee + children	\$100.85		Employee + children	\$ 5.00
	Employee + spouse	\$118.42		Employee + spouse	\$ 4.96
	Employee + family	\$144.26		Family coverage	\$ 8.33
				Vision Plan	Employee only
			Employee + children	\$ 4.66	
			Employee + spouse	\$ 4.75	
			Employee + family	\$ 8.23	

- Life insurance is provided in an amount equal to the employee's annual salary. Additional coverage may be purchased.
- Long-term disability coverage is provided in an amount equal to 40% of the employee's salary. Additional coverage may be purchased.
- Short-term disability coverage is provided in an amount equal to 70% of the employee's salary.
- Other options include dependent life insurance, cancer insurance, accident insurance and flexible spending accounts at the employee's expense.
- Most premiums paid for through payroll deduction are on a pre-tax basis.

Retirement – for all employees. Choice of two plans through the Florida Retirement System:

- Defined Benefit Plan:
- Employee contributes 3% of salary and office pays toward traditional retirement plan
- It takes 8 years to vest in the defined benefit retirement system
- Defined Contribution Plan:
- Employee contributes 3% of salary and office contributes 6% of salary (total of 9% contributed) into an investment account with multiple investment options
- 1 year vesting in the defined contribution plan

Salary

- Staff is paid bi-weekly through direct deposit. Pay day is every other Wednesday.
- This position is non-exempt based on Fair Labor Standards and is therefore eligible for overtime pay or comp time for hours worked over 40 in a work week. Determination of OT or comp time is at the discretion of the Tax Collector.

Time Off

- Paid holiday schedule is determined each year.
- PTO (paid time off) is a combination of sick and vacation time. At 0-2 years of service, employees earn 18 days off per year. From 2-5 years, 21 days of PTO are earned per year. Maximum of 28 days off per year with 15+ years of service.

Other

- Deferred compensation plan available – employee contribution only (similar to 401K)
- Employee Assistance Plan (5 consultations per person, per situation at no cost)
- Free fitness center and a Wellness Program administered by the county
- Sick child care available
- YMCA – membership rates paid through payroll deduction
- Tuition reimbursement