

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

- PPO
Employee only \$ 30.70
Employee + children \$143.74
Employee + spouse \$168.84
Family coverage \$205.68
- HealthFund
Employee only \$ 22.10
Employee + children \$103.47
Employee + spouse \$121.54
Employee + family \$148.05

Dental

- CompDent
Employee only -0-
Employee + children \$ 6.70
Employee + spouse \$ 6.79
Family coverage \$10.83
- PPO
Employee only -0-
Employee + children \$17.14
Employee + spouse \$17.14
Family coverage \$21.86
- Vision Plan
Employee only \$ 2.81
Employee + children \$ 5.33
Employee + spouse \$ 5.61
Employee + family \$ 9.43

- 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:

- Defined Benefit Plan - through the Florida Retirement System
- The office pays 100% of the contribution toward retirement
- It takes 6 years to vest in the retirement system
- Defined Contribution Plan - through the Florida Retirement System
- Office pays 9% of your salary into an investment account
- 1 year vesting

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
- May use payroll deduction for savings bonds and prepaid college program
- Sick child care available
- YMCA – membership rates paid through payroll deduction
- Tuition reimbursement