

## Summary of Full-Time Employee Benefits FY2019

A **Life insurance** policy valued at \$15,000 is provided for employee-only. The County pays the full premium on the employees behalf, making this policy **FREE** for full time employees. Additional insurance amounts and dependent life insurance policies are also available for an additional charge paid by the employee through payroll deductions.

Full time employees receive **11 paid holidays** per year and also **one floating Personal Day**. For a full time employee this equates to 96 hours of paid leave per year.

Full time employees receive 40 hours of **paid vacation time** *after they have completed their first full year*. (Firefighters accumulate at a different rate).

**Paid sick time** begins to accrue after the 4<sup>th</sup> full month of full time employment. 8 hours of sick time will accrue at the END of every month. This benefit equates to 96 paid sick hours per year.

**Equity Days** - All Full time employees that are entitled to Holiday Pay per the current Personnel Policies and whose normal scheduled work week is comprised of 5 days and 8 hours of work per pay week are entitled to three Equity Days per year.

**Florida Retirement System** has two options for full time employees, either the Pension Plan or the Investment Plan. Both plans have different vesting periods. The County pays **8.47%** of the full time employee's gross wages into the FRS retirement fund for Regular Class employees. (Firefighters receive high risk retirement rates)

**Major medical insurance** coverage through United Health Care is **FREE** for full time employees. Coverage would be effective the 1<sup>st</sup> of the month following the 60 day waiting period. This benefit costs \$9,341 per year in paid premium, paid by the County on the employee's behalf. Dependent coverage for spouse and children is available for purchase by the employee through payroll deductions.

Dental insurance, life insurance, accident insurance, vision insurance, deferred compensation (457(b)) and many other coverage options and policies are available for *additional purchase* paid by the employee through payroll deductions.

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This Summary is only intended to give potential Applicants a *basic overview* of some of the County employment benefits. Limitations and restrictions and qualifications apply for certain benefits and some benefits might be different for special class/exempt/director positions. All benefits are described in detail after hire during New Hire Orientation and with our Agent of Record.