

## SUMMARY OF BENEFITS 2019/2020

This is a summary of benefits for City of Fort Myers employees. This is not an inclusive list as there will be differences among the Union benefit packages.

### SICK LEAVE

- Sick Leave with pay at straight time rate will be granted to employees after 90 days of continuous employment. It is accrued at the rate of 8 hours per month from the first day of employment or a total of 96 hours per year based on a 40-hour workweek.
- There is no maximum accrual.
- Employees are eligible to receive 1/3 of their sick pay upon retirement.

### BEREAVEMENT LEAVE

- 1-3 days off with pay at straight time rate may be extended for death of employee's immediate family. Under unusual circumstances, this may be extended to 5 days.

### VACATION

- A general employee will earn 80 hours of vacation with regular pay per year. After a 6-month period, an employee is eligible to take vacation time.
- Employees with 3-4 years of continuous service shall earn 100 hours of vacation with regular pay per year.
- Employees with 5-9 years of continuous service shall be entitled to 130 hours of vacation with regular pay.
- Employees with 10-19 years of continuous service shall be entitled to 170 hours of vacation with regular pay.
- Employees with 20 years or more of continuous service shall be entitled to 180 hours of vacation with regular pay.

### RETIREMENT PROGRAM

- The City provides a defined benefit pension plan for three groups:
  - Non-Uniformed Employees, Firefighters and Police Officers.
- The City contributes annually to each plan and employees contribute a percentage of earnings.

### NATIONWIDE OR ICMA-RC DEFERRED COMPENSATION

- An employee may elect to deduct an amount of money from their paycheck before taxes and may select from several different savings programs.
- This is a long-term savings program and is not taxed until the money is withdrawn.
- Money cannot be withdrawn until the employee terminates or retires or experiences an unforeseen emergency.

## HOLIDAYS

- Recognized holidays shall be as follows:
  - New Year's Day
  - Martin Luther King Day
  - Presidents' Day
  - Memorial Day
  - Independence Day
  - Labor Day
  - Veterans' Day
  - Thanksgiving Day
  - Day after Thanksgiving
  - Christmas Day
  - Birthday Holiday after one year of continuous employment as of January 1<sup>st</sup>
  - Other holidays declared by the City Manager.

## SUNCOAST SCHOOLS CREDIT UNION

- An employee of the City may join the Suncoast Schools Federal Credit Union.
- Loans may also be obtained through the Credit Union.

## DIRECT DEPOSIT

- An employee may have his/her entire check deposited into one or two banking institutions.

\*\*Employee Benefits for full-time/regular employees scheduled to work 35+ hours per week/ 52 weeks a year.\*\*

## AFTER 60 DAYS OF EMPLOYMENT

- All coverages (except life insurance) are effective the first of the month following 60 days of continuous service.

## CAFETERIA INSURANCE PLAN

- The City provides each eligible employee a defined contribution of \$200.00 per month (\$100 bimonthly).
- This account may be used to pay for dependent health insurance coverage, dental insurance, vision insurance (on a pre-tax basis) or disability and life insurance (on a post-tax basis).
- If you choose no options, the benefit is yours to take home as pay on a taxable basis.
- You can waive the cafeteria benefit, and the City will pay 70% of the dependent health premium each month. The choice is yours.

## HEALTH INSURANCE

- Employees have a choice of three medical plans: an HMO, a hybrid PPO, or a high deductible PPO health plan with an HSA (health savings account).
- The City pays 100% of the employee premium for the plan selected.
- Dependent coverage is also available.

#### DISABILITY INSURANCE

- The City provides voluntary short-term and long-term disability paid by the employee.
- The benefit is equal to 60% of the base salary.

#### FLEXIBLE SPENDING ACCOUNT

- The City provides an employee the ability to save pretax dollars in an account to be used for eligible medical/dental expenses and dependent day care expenses.

#### LIFE INSURANCE

- The City provides term life insurance (including AD&D) at no cost to the employee.
- Life insurance is effective the first of the month following 30 days of continuous employment.
- The benefit is equal to one year of the annual base salary.
  - Voluntary term life policy paid entirely by the employee is also available.
    - This plan provides a benefit to employee, spouse and eligible children.

#### AFLAC VOLUNTARY BENEFITS

- The City provides voluntary benefits paid by the employee.
- The choices are:
  - Cancer Policy
  - Personal Accident Policy
  - Hospital Indemnity Policy
- These policies provide cash to help alleviate the financial burden associated with an injury or illness.

#### DENTAL INSURANCE

- The City provides a choice in PPO dental plans (co-pay or co-insurance).
- The premium is paid entirely by the employee.