



BENEFITS 202/202

SICK LEAVE: See the City's Policy and Procedures manuals and union contacts.

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: See the City's Policy and Procedures manuals and union contacts.

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 This is a long-term savings program and is not taxed until the money is withdrawn. Money can not be withdrawn until the employee terminates or retires or experiences an unforeseen emergency.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, Juneteenth, 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, and 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 who are 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 semi-monthly). 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. The following are the employee's semi-monthly deductions for dependent premiums

HMO

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|--------------------------|-------------------------|
| Employee and spouse: | \$476.31 (or \$142.90*) |
| Employee and child(ren): | \$412.48 (or \$123.75*) |
| Employee and family: | \$873.00 (or \$261.90*) |

PPO (Hybrid)

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|--------------------------|-------------------------|
| Employee and spouse: | \$462.29 (or \$138.69*) |
| Employee and child(ren): | \$380.21 (or \$114.03*) |
| Employee and family: | \$939.72 (or \$281.92*) |

High Deductible PPO with HSA

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|--------------------------|-------------------------|
| Employee and spouse: | \$183.27 (or \$54.98*) |
| Employee and child(ren): | \$143.34 (or \$43.00*) |
| Employee and family: | \$415.62 (or \$124.69*) |

*** if the cafeteria benefit is waived**

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. Certified police officers and firefighters life insurance is effective immediately upon employment. The benefit is equal to one times the annual **base salary rounded to the nearest \$1000**. Also available is a voluntary term life policy paid entirely by the employee. This plan provides a benefit to employee, spouse and eligible children.

DENTAL INSURANCE: The City provides a choice in PPO dental plans. This premium is paid entirely by the employee at the following semi-monthly deductions:

DPPO PLUS Co-Insurance Plan (\$1,000 benefit):

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|--------------------------------------|----------|
| Employee: | \$ 25.78 |
| Employee and one dependent: | \$46.50 |
| Employee and two or more dependents: | \$77.42 |

DPPO PLUS Co-Insurance Plan (\$3,000 benefit):

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|--------------------------------------|----------|
| Employee: | \$ 38.62 |
| Employee and one dependent: | \$69.64 |
| Employee and two or more dependents: | \$115.96 |

VISION INSURANCE: The premium is paid entirely by the employee at the following semi-monthly deductions:

| | |
|--------------------------------------|--------|
| Employee: | \$2.61 |
| Employee and one dependent: | \$5.22 |
| Employee and two or more dependents: | \$8.40 |

AFLAC VOLUNTARY BENEFITS: The City provides voluntary benefits paid by the employee. The choices are cancer, personal accident policy and hospital indemnity policy. These policies provide cash to help alleviate the financial burden associated with an injury or illness.

Contact Information;

CITY OF FT MYERS

P.O. Box 2217

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Ft. Myers, FL 33902-2217

Contact Information

Director of HR/Risk: (239)-321-7063

Human Resources: (239) 321-7062 or 321-7073

Compensation, Policies & Procedures, Labor Relations: (239) 321-7064

Recruitment: (239) 321-7066

Benefits: (239) 321-7067 or 321-7070

FMLA and Deferred compensation: (239) 321-7068

Training and Development: (239) 321-7076

Risk:(239)321-7065

Workers Compensation: (239)321-7057

Safety: (239)321-7074

Benefits Fax: (239) 226-0355

Recruitment Fax: (239-344-5902

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