

# FULL-TIME EMPLOYEE BENEFIT SUMMARY



## SICK LEAVE

Sick Leave with pay which shall accumulate at the rate of one working day of leave for each full calendar month of employee's service with the City.



## ANNUAL LEAVE

Employees begin accumulating vacation leave at the beginning of employment and are eligible to take vacation leave once it is earned. The amount of vacation leave is based on years of service.



## HOLIDAYS

The following holidays are observed: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day After Thanksgiving, Christmas Day, and Two (2) Floating Holidays.



## BEREAVEMENT

The City may grant up to three days of Bereavement Leave with pay for the death of an employee's immediate family member.



CONTINUOUS SERVICE	VACATION ACCRUAL MONTHLY	VACATION DAYS PER YEAR
0-5 YEARS	0.834 DAYS	2 WEEKS
5-10 YEARS	1.25 DAYS	3 WEEKS
10+ YEARS	1.667 DAYS	4 WEEKS

## EMPLOYEE ASSISTANCE PROGRAM

Employees are eligible to use the Employee Assistance Program for personal problems and/or work-related problems that may impact their job performance, health, or mental & emotional well-being.



## RETIREMENT

The City of Gulf Breeze contributes 8% of an eligible employee's salary into a 401(a) Deferred Contribution Plan. Ninety (90) days of eligible service is required to participate in the plan. The City offers membership in a 457(b) Deferred Compensation Plan (Section 457 Public Employer Deferred Comp Plans) and is open to all permanent employees with no probationary period. The City is currently with the Florida Municipal Pension Trust Fund administered by the Florida League of Cities.



## HEALTH BENEFITS

The City of Gulf Breeze offers Health, Dental, Vision, Group Basic Life and AD&D; Long Term Disability and Additional Voluntary Life Insurance. In addition, the City offers supplemental life insurance through AFLAC.



## EDUCATION REIMBURSEMENT PLAN

The City offers tuition and book expenses reimbursement according to the guidelines in the City Personnel Manual.



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## BENEFIT BREAKDOWN: WHAT DOES THE CITY OFFER ITS EMPLOYEES?

### HEALTH

Florida Blue Medical (Low Cost  
Premiums for Florida Blue  
HMO & PPO)

Dependent Coverage (with up  
to 75% of premiums paid by  
the City)

Dental Plan

Vision Plan

Long-Term Disability (City  
pays 25% of premium)

Paid Medical/Sick Leave

AFLAC Supplement Insurance  
Plan including Short-Term  
Disability

### RETIREMENT

FLC Pension Plan for Police

General 401A

457B Deferred Compensation Plan

### ADDITIONAL BENEFITS

Annual Leave

Employee Assistance Program

Direct Deposit

Education Incentive

125 Tax Plan

Bereavement Leave

Optional Life Insurance

## TRANSPARENCY IN COVERAGE FINAL RULES

The Transparency in Coverage Final Rules require certain group health plans to disclose on a public website information regarding in-network provider rates and historical out-of-network allowed amounts and billed charges for covered items and services in machine-readable files (MRFs). The link to the MRFs for the benefit package under Florida Blue is below:

<https://www.floridablue.com/members/tools-resources/transparency>