

# VILLAGE OF TEQUESTA

Administrative Office Hours: Mon-Fri: 8:30am-5:00pm

## EMPLOYEE BENEFIT PACKAGE 2021/2022

### **Pension Plan: General Employees Pension Trust Fund:** Defined Benefit Plan

- Employee contributes 5% of gross pay
- Vesting after 6 years.
- Employee contribution returned with 3% interest upon separation

### **Public Safety Officers Pension Trust Fund:** Defined Benefit Plan

- Employee contributes 6% of gross pay
- Vesting after 6 years

**Health Insurance:** Choice between Florida Blue's Traditional Plan 3768, High Deductible Health Plan with Health Savings Account (HSA) 5180/5181, and HMO Plan 55.

Pay period deduction 24 times per year as follows:

| <b>Coverage Level</b> | <b>Traditional Plan 3768 Employee Pays</b> | <b>HDHP with HSA 5180/5181 Employee Pays</b> | <b>HMO Plan 55 Employee Pays</b> |
|-----------------------|--|--|----------------------------------|
| EE Only               | \$0.00                                     | \$0.00                                       | \$0.00                           |
| EE/Spouse             | \$131.20                                   | \$110.46                                     | \$122.09                         |
| EE/Children           | \$87.46                                    | \$72.77                                      | \$81.40                          |
| EE/Family             | \$209.15                                   | \$177.65                                     | \$194.64                         |

*Note:* The Village currently contributes an annual amount of \$960 to the Individual HSA account and \$2,400 to the Family.

**Dental Insurance:** Employee coverage paid 100% by the Village. Optional dependent coverage paid by employee with bi-weekly deductions of \$34.80 (24 times per year).

**Vision Insurance:** Employee and dependent coverage paid 100% by employee: Bi-weekly pay period deduction 24 times per year as follows:

| <b>Coverage Level</b> | <b>Cost</b> | <b>Coverage Level</b> | <b>Cost</b> |
|-----------------------|-------------|-----------------------|-------------|
| EE Only               | \$2.64      | EE/Children           | \$4.73      |
| EE/Spouse             | \$5.11      | EE/Family             | \$7.20      |

**FSA Health Care:** Employees can set aside a maximum tax-free amount of \$2,750 annually in a Flexible Spending Health Care Account. Limited FSA rules apply for employees on the HDHP plan.

**FSA Dependent:** Employees can set aside a maximum tax-free amount of \$5,000 annually in a Flexible Spending Care Account.

**Supplemental AFLAC Benefits:** Optional supplemental insurance plans that cover personal short-term disability, personal hospital intensive care, voluntary indemnity, personal accident expense, personal cancer protection: paid 100% by employee through payroll deductions.

**Sick Leave:** A regular full-time employee who works a 40-hour workweek is granted 96 hours of sick leave annually and Fire fighters who work a 48-hour workweek receive 115 hours annually.

**Vacation Leave:** After probation, a regular full-time employee is granted vacation leave as follows:

| <b>Years employed</b> | <b>Vacation time granted</b> |
|-----------------------|------------------------------|
| 1-4 years             | 2 weeks                      |
| 5-9 years             | 3 weeks                      |
| 10+ years             | 4 weeks                      |

*Note:* Department heads and unionized employees may have a different schedule and should check with the HR department for details.

**Holidays:** 13 paid holidays per year

**Personal Days:** Exempt employees receive 6 days per calendar year while unionized employees receive personal days in accordance with their contracts.

**Deferred Comp:** To supplement retirement income, the Village facilitates optional 457 savings programs (pre and after-tax).

**Education:** Subject to the availability of funds, the Village may reimburse tuition for job related courses, upon prior approval of the department head, up to a maximum of \$3,000 per fiscal year.

**Employee Assistance (EAP):** The Village offers an Employee Assistance Program (EAP) to all full-time and eligible part-time employees and their dependents, at no cost.

**Life/AD&D Insurance:** The Village provides each full-time, regular employee, at no cost, life insurance coverage in the amount of 1.5 times their basic annual salary plus \$5,000 rounded to the next higher \$1,000, subject to a maximum benefit of \$150,000.

**Supplemental Vol Life & LTD:** Optional supplemental life insurance and long-term disability (LTD) may be purchased and paid 100% by the employee through payroll deductions.