



# The City of Palm Beach Gardens

## Full Time Benefits Summary

Effective 10/1/09 through 9/30/10

### Eligibility

Coverage in the City's group insurance plans begins the first of the month following thirty (30) days of employment.

### Health Insurance

Choice of three (3) plans provided through Blue Cross Blue Shield of Florida. Employee contributions are required toward the cost of this insurance on a bi-weekly basis as follows:

	<u>HMO</u>	<u>PPO</u>	<u>HDHP</u>
<b>Employee Only</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Family</b>	<b>\$58.00</b>	<b>\$110.00</b>	<b>\$30.00</b>

### Dental Insurance

PPO plan offered through Guardian, provided at no cost.

### Life Insurance

Two (2) times annual salary up to a maximum of \$100,000 provided at no cost.

### Short Term Disability

Non-probationary employees eligible for 60% of salary up to 26 weeks, provided at no cost.

### Long Term Disability

60% of salary up to \$5,000 monthly, provided at no cost.

### Employee Assistance Program

Six (6) visits per calendar year, per issue, provided at no cost.

### Pension Plan

Provided through the Florida Retirement System (FRS). Choice between the Investment Plan with a one (1) year vesting schedule, or the Pension Plan with a six (6) year vesting schedule.

### Holidays

Eleven (11) days per calendar year.  
One (1) Floating Holiday per calendar year.

### Personal Leave

Sixteen (16) hours accrued monthly used for vacation, illness, or personal days.

### Acute Illness Leave

Four (4) hours accrued monthly used for illnesses.

### Longevity Pay

\$300 after completion of third (3<sup>rd</sup>) year of service, thereafter \$100 per year.

### Optional Voluntary Benefits

Voluntary Long Term Disability, Vision Care Insurance Plan, Supplemental Life Insurance, Flexible Spending Accounts, AFLAC Supplemental Policies, 457 Deferred Compensation Plan, Tuition Reimbursement, Recreation Program Discounts, Day Care Discounts, Direct Deposit.