



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>
Employee Only	\$0	\$0	\$0
Family	\$58.00	\$110.00	\$30.00

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

Eligible for 60% of salary up to 26 weeks, provided at no cost

Voluntary Long Term Disability

60% of salary up to \$1,500 monthly, cost age based.

Employee Assistance Program

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

Pension Plan

Certified law enforcement officers and Firefighters are Pension Fund participants. Amount of retirement benefits is based on credited service and average final compensation.

Holidays

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

Personal Leave

Accrued monthly used for vacation, illness, or personal days.
Monthly accrual: Police (16) hours; Firefighters (15.4) hours

Acute Illness Leave

Accrued monthly used for illnesses.
Monthly accrual: Police (4) hours
Firefighters (6) hours for 48 hr work week; (4) hours for 40 hr work week

Longevity Pay

Based on years of service.

Optional Voluntary Benefits

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.