



VILLAGE OF TEQUESTA

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

EMPLOYEE BENEFIT PACKAGE 2018/2019

- Pension Plan:**
- General Employees Pension Trust Fund:** Defined Benefit Plan
 - Employee contributes 5% of gross pay
 - Vesting after 6 years.
 - Employee only contribution returned with 3% interest upon separation

- Public Safety Officers Pension Trust Fund:** Defined Benefit Plan
 - Public Safety officers contribute 6% of gross pay, except for Police officers hired prior to February 2013 who contribute 5% of gross pay;
 - Vesting after 6 years.

Health Insurance: Employee Coverage: Choice between FloridaBlue Traditional Plan 3768 and FloridaBlue 5180/5181 High Deductible Health Plan with Health Savings Account (HAS): Bi-Monthly pay period deduction 24 times per year as follows:

	Traditional Plan 3768		HDHP with HSA 5180/5181	
	Village Pays	Employee Pays	Village Pays	Employee Pays
EE Only	\$341.03	\$ 0.00	\$303.61	\$ 0.00
EE/Spouse	\$811.64	\$117.66	\$697.53	\$ 98.48
EE/Children	\$627.49	\$ 71.62	\$539.26	\$ 58.92
EE/Family	\$1,064.00	\$180.74	\$914.40	\$152.70

Note: The Village currently contributes an annual amount of \$840.00 to the Individual HSA account and \$2,160 to the Family.

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

EE Only	\$2.95
EE/Spouse	\$5.92
EE/Children	\$5.01
EE/Family	\$8.26

Dental Insurance: Employee coverage paid 100% by the Village. Optional dependent coverage paid by employee with bi-monthly deductions of \$34.86 (24 times per year).

FSA Health Care: Employees can set aside a maximum tax-free amount of \$2,650 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 Dependent 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: 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. Please check with the HR department for details
Personal Days:	General Employees receive 3 days per calendar year; Department Heads receive 6 days per calendar year.
Holidays:	12 paid holidays per year.
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 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 employee through payroll deductions.
Telehealth Services:	Supplemental Telemedicine services to diagnose, treat, and write prescriptions for minor issues. Paid 100% by the Village and covers up to five dependents.
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.
Deferred Comp:	To supplement retirement income, the Village facilitates optional 457 savings programs (pre and after-tax).
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.