



VILLAGE OF TEQUESTA

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

EMPLOYEE BENEFIT PACKAGE 2016/2017

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

(Police officers hired prior to 1/31/2013; Fire Fighters)

- Police officers contribute 5% of gross pay;
- Fire Fighters currently contribute 5.5% of gross pay
- Vesting after 6 years.
- Employee's contributions are returned upon separation

401a: Defined Contribution Plan

(Police officers hired after 2/1/2013)

- Employer contributes 9% of gross pay
- 5-year progressive vesting schedule: 20%-Year 1; 40%-Year 2; 60% Year 3; 80% Year 4 and 100% vesting after 5 years.

Health Insurance:

Employee Coverage: Choice between FloridaBlue Traditional Plan 3768 (Predictable Cost) and FloridaBlue 5180/5181 High Deductible Health Plan with HSA: 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	\$304.29	\$ 0.00	\$260.42	\$ 0.00
EE/Spouse	\$619.22	\$104.98	\$495.50	\$ 78.37
EE/Children	\$495.99	\$ 63.90	\$397.85	\$ 45.82
EE/Family	\$788.11	\$161.27	\$629.34	\$122.97

Note: The Village currently contributes an annual amount of \$1,080 to the Individual HSA account and \$2,760 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 \$33.84 (24 times per year).
FSA Health Care:	Employees can set aside a maximum tax-free amount of \$2,550 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 work-week is granted 96 hours of sick leave annually and Fire-fighters who work a 48-hour work-week 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: 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 5 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:	ICMA 457 and 457 Roth Plans: Optional savings program to supplement retirement income.
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.