

VILLAGE OF TEQUESTA

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

EMPLOYEE BENEFIT PACKAGE 2020/2021

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 hired after February 2013 contribute 6% of gross pay
- Vesting after 6 years

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

Bi-Monthly pay period deduction 24 times per year as follows:

Coverage Level	Traditional Plan 3768 Employee Pays	HDHP with HSA 5180/5181 Employee Pays	HMO Plan 55 Employee Pays
EE Only	\$0.00	\$0.00	\$0.00
EE/Spouse	\$126.40	\$106.43	\$117.64
EE/Children	\$84.27	\$70.11	\$78.42
EE/Family	\$201.51	\$171.16	\$187.54

Note: The Village currently contributes and annual amount of \$960 to the Individual HSA account and \$2,280 to the Family.

Dental Insurance: Employee coverage paid 100% by the Village. Optional dependent coverage paid by employee with bi-monthly deductions of \$33.46 (24 times per year).

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

Coverage Level	Cost	Coverage Level	Cost
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:

Years employed	Vacation time granted
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.

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 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 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.