

# VILLAGE OF TEQUESTA

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

## EMPLOYEE BENEFIT PACKAGE 2023/2024

**Health Insurance:** Choice between United Health Care PPO *Choice Plus Plan 2* and the High Deductible *Choice Plus Plan 5* with Health Savings Account (HSA).

Pay period deduction 24 times per year as follows:

Coverage Level	PPO Choice Plan 2 Employee Pays:	*HDHP Choice Plan 5 Employee Pays:
EE Only	\$0.00	\$0.00
EE/Spouse	\$127.34	\$114.85
EE/Children	\$94.12	\$84.89
EE/Family	\$221.46	\$199.73

\*Note: The Village currently contributes an annual amount of \$1,080 to the Individual HSA account and \$1,680 to the Family.

**Dental Insurance:** Employee coverage paid 100% by the Village. Optional dependent coverage paid by employee with bi-weekly deductions of \$38.38 (24 times per year).

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

Coverage Level	Cost	Coverage Level	Cost
EE Only	\$2.72	EE/Children	\$4.88
EE/Spouse	\$5.28	EE/Family	\$7.42

**FSA Health Care:** Employees can set aside a maximum tax-free amount of \$3,050 annually in a Health Care Flexible Spending 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.

### Pension Plans:

**General Employees Pension Trust Fund:** Defined Benefit Plan

- Employee contributes 5% of gross pay
- Vesting after 6 years.
- Employee contribution returned with 3% interest upon separation

**Public Safety Officers Pension Trust Fund:** Defined Benefit Plan

- Employee contributes 6% of gross pay
- Vesting after 6 years (police officers); Vesting after 10 years (fire fighters)

**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 the 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:

<b>Years employed</b>	<b>Vacation time granted</b>
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.

**Holidays:** 13 paid holidays per year

**Personal Days:** Exempt employees receive 6 days per calendar year while certain unionized employees receive 3 personal days in accordance with their contracts.

**Deferred Comp:** To supplement retirement income, the Village facilitates and encourages optional 457 savings programs (pre and after-tax).

**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.

**Employee Assistance:** The Village offers an Employee Assistance Program (EAP) to all full-time and eligible part-time employees and their dependents, at no cost.

**Life/AD&D Insurance:** The Village provides full-time, regular employees, 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 Voluntary Life & LTD:** Optional supplemental life insurance and long-term disability (LTD) may be purchased and paid 100% by the employee through payroll deductions.