

Employee PERKS



Learn about the City's benefits in this comprehensive one-page flyer.

➤ Personal Days

- 2 days for non-exempt employees per year
- 3 days for exempt employees per year

➤ Sick Days

- **Full-time** employees accrue 8 hours per month
- **Part-time** employees accrue 4 hours per month

➤ 12 Paid Holidays per Year

➤ Vacation Leave

- **1-3 years:** 10 days
- **4-9 years:** 15 days
- **10-19 years:** 20 days
- **20+ years:** 25 days

Part-time employees accrue (depending on hours worked)

➤ Retirement Plan

- **Civilians:** The City contributes an amount equal to 11.4% of an eligible employee's biweekly earnings into a 401(a) Defined Contribution Plan. Employees contribute 1%. 457 Deferred Compensation Plan and Roth IRA are available.
- **Sworn Officers:** Municipal Police Officers Retirement Trust Fund (FS 185).
- **Elected Officials:** Florida Retirement System (FRS) plan.

➤ Insurance Plans

- \$50,000 Basic Term Life Insurance
- \$50,000 Accidental Death & Dismemberment Insurance
- Short-Term and Long-Term Disability
- Medical, Dental and Vision Insurance



➤ Optional Benefits

- Tuition Assistance
- Flexible Spending Account
- Wellness Program
- Health Reimbursement Account
- Employee Assistance Program
- Supplemental Life Insurance
- Legal and ID Theft Plan
- Pet Health Insurance

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