



# SUMMARY OF BENEFITS

## 2026

### INSURANCE INFORMATION

| Bi-weekly rates       | Health<br>Blue Options PPO | Health<br>High Deductible<br>with HSA | Dental<br>Low / High | Vision |
|-----------------------|----------------------------|---------------------------------------|----------------------|--------|
| Employee Only         | \$28.76                    | \$20.97                               | \$16.81 / \$18.36    | \$2.33 |
| Employee & Spouse     | \$125.50                   | \$81.74                               | \$31.77 / \$34.68    | \$4.65 |
| Employee & Child(ren) | \$78.44                    | \$58.55                               | \$32.99 / \$40.66    | \$4.41 |
| Family                | \$266.69                   | \$213.61                              | \$47.41 / \$57.38    | \$6.94 |

Employees who **Elect the High Deductible Health Plan with HSA** will receive a city contribution of \$1,000.00 (or prorated amount) to their Health Savings Account (HSA). If not eligible for a Health Savings Account, payment will be made via payroll.

Teladoc Services available 24/7 with \$0 co-pay.

### ADDITIONAL BENEFITS

#### **Accrued Leave:**

Sick Leave = 12 days per year

Annual Leave (Vacation) = 12 days per year (Years 1-4) 15 days (Years 5-10) 20 days (Years 10 +)

Upon termination employee will receive a maximum pay-out up to 320 hours sick and 320 hours of vacation leave.

(Fire = 448 max payout of each sick and vacation)

#### **City provides at no cost to employee:**

Long Term Disability Insurance (begins on 91st day of continuous absence)

Life Insurance (for amount equal to annual base salary)

Accidental Death & Dismemberment (for amount equal to annual base salary)

Contribution to 401(a) of 10% each payroll for general employees, 13% for Directors, and 17.5% for Firefighters.

401(a) Vesting - 5 years for ALL Employees (Graduated vesting of 20% per year).

EAP program provides 5 sessions per person/per issue/per year, unlimited referrals. This includes all household members.

#### **Employee may apply for the following at employee expense:**

Short Term Disability Insurance (begins on 8th day of absence to the 90th day).

Voluntary additional Life Insurance (Guaranteed Issue to a max of \$200,000 if elected as new hire).

Voluntary additional Spouse Life Insurance (Guaranteed Issue to a max of \$50,000 if elected as new hire).

Voluntary additional Child Life (\$10,000 policy @ \$ .78 per pay (any number of children = same cost)).

457(b) (Traditional & Roth Available) —Employee Contribution of 2% of gross salary will receive a 2% City match (auto enrolled).

Employees can contribute up to \$23,500 per year, employees 50+ qualify for catch-up contributions.

Colonial Life provides Policies for Accident, Hospital, Cancer and Specified Health.

**Tuition Reimbursement:** Available for Associates, Bachelors, and Masters. Reimbursed up to FL state rate, per credit hour amount.

**Holidays:** Currently the City recognizes 15 paid holidays per year.