

## TO: CANDIDATES FOR THE CITY OF EUSTIS FIRE DEPARTMENT

### **THE CITY IS PROUD TO ANNOUNCE THE FOLLOWING EMPLOYEE BENEFITS:**

*(Please note: This is a summary only and is not intended to be a complete description of covered benefits. This information does not replace, add to or change the City's personnel rules or other written policies, regulations, contracts or certificates. If a discrepancy arises, the actual policy, regulation, contract or certificate will prevail in all circumstances.)*

**HEALTH INSURANCE** – PRM Plan 719 is funded 100% for the employee by the City. Dependent coverage is available for a monthly premium. PRM Plan 902 (High Option) and Plan 125 (High Deductible) are also available. See Health Benefit Comparison Sheet for a summary of the plans.

**DENTAL INSURANCE** – Dental benefits are funded 100% for the employee by the City. Dependent coverage is available for a monthly premium.

**VISIONCARE** – Employees may purchase vision care benefits provided by a vision care provider for a modest premium. Dependent coverage is also available.

**DEATH BENEFITS** – The City complies with Florida Statutes 112.191 in providing death benefits to sworn firefighters. A summary is provided below; however, for a complete description please refer to FS 112.191.

- 1.) \$50,000 for accidental death in performance of firefighter duties;
- 2.) \$50,000 for accidental death as a result of a response to an emergency involving the protection of life or property (This is in addition to (1) above.);
- 3.) \$150,000 for death caused unlawfully and intentionally in the performance of duties;
- 4.) Per State guidelines, the City pays the premiums of group health insurance benefits for spouses and dependents of firefighters killed or catastrophically injured in the line of duty.

**GROUP LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE** - \$20,000 for general city employees and \$50,000 for Division/Department Directors (this is in addition to the Death Benefits described above). Supplemental policies may also be purchased through payroll deductions.

**EUSTIS FIRE PENSION FUND** – The Fire Pension Fund offers retirement benefits, disability and beneficiary benefits. The employee contributes a small amount, as stipulated by the fund.

**ANNUAL LEAVE** – Based upon a ratio of 2756/2080, sworn Fire shift employees accrue annual leave at the rate of 1.325 days (10.60 hrs) for each month worked in a year; i.e., 15.9 days (127.20 hrs) per year. Seven years and over, accrue additional hours to a maximum of 23.85 days (190.80 hrs) per year.

**SICK LEAVE** – Based upon a ratio of 2756/2080, sworn Fire shift employees accrue sick leave at the rate of 1.325 days (10.60 hrs) per month, not to exceed 15.9 days (127.20 hrs) per year.

**MERIT PLAN** – Yearly merit increases may be given, based on Performance Evaluation Score.

**FUNERAL LEAVE** – Provides for up to 3 days in state and 5 days out of state, upon approval.

**UNIFORMS AND EQUIPMENT** – Furnished by the City

**HOLIDAY PAY** – Full time employees (except Directors, Deputy Directors, Captains or equivalent positions), who are required to work on an approved holiday, receive pay at one and one half (1.5) times their regular hourly rate for time worked on that holiday.

**DIRECT DEPOSIT**

**ICMA 457 DEFERRED COMPENSATION PLAN**

**TUITION REIMBURSEMENT** – Approved reimbursement after trial period (contingent upon availability of funding)

**CEMETERY & URN INTERMENT SPACES FOR DECEASED EMPLOYEES**

**DISCOUNT CARDS TO AREA THEME PARKS**

**\*\*OPTIONAL EMPLOYER PROGRAM** – Section 125 Cafeteria Plan – Supplemental insurance costs may be deducted from pre-tax dollars, at the option of the employee. Also includes a medical and childcare reimbursement plan.