

TO: CANDIDATES FOR CITY OF EUSTIS EMPLOYMENT

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.

GROUP LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE - \$20,000 group life for general city employees and \$50,000 for Division/Department Directors. Supplemental policies may also be purchased through payroll deductions.

ICMA 401 MONEY PURCHASE PLAN – Funded 6% by City contributions and 4% by employee contributions—must work five (5) years to have a vested interest. Employee contributions are pre-tax. Comprehensive range of investment options is available through the ICMA Retirement Trust.

ANNUAL LEAVE – Annual leave is earned at the rate of one (1) day per month through six (6) years. After seven (7) years, one (1) additional day per year to a maximum of 18. (For Sworn Police/Fire shift personnel – see separate benefit sheet).

SICK LEAVE – Sick leave is earned at the rate of one (1) day per month of employment, not to exceed twelve (12) days per year. (For Sworn Police/Fire shift personnel – see separate benefit sheet).

HOLIDAYS – Paid holidays include New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day, Martin Luther King's Birthday. 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.

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 – Furnished by the City in certain departments

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.