

CITY OF WINTER PARK
General, Full-time Employee Benefit Summary

- Employees (those who are not sworn employees with the Winter Park Police Department or Winter Park Fire Department) are automatically enrolled in ICMA-RC's 401(a) Money Purchase Plan and are vested after five (5) years of service
 - Employee contribution: mandatory at the maximum plan amount of 3%
 - City contribution: 7%
- Optional ICMA-RC 457 Deferred Compensation Plan available to all employees with a City contribution match of up to 2% for salaried/exempt employees
- ICMA-RC Roth IRA available for employee and spouse
- Educational Assistance Program after one year of employment
- Global Cash Card Inc., electronic payroll payment services
- Employee Assistance Program
- Flexible spending accounts for qualifying medical, dependent care and mass transit expenses
- Paid Personal Time Off
- Paid Holidays: 8½ days per year plus one floating holiday
- Bereavement Leave: 5 days for family members as defined in the Personnel Policy Manual
- Long Term Medical Time (generally used for employee's personal illness) with a conversion option of Long Term Medical Time to Personal Time Off for non-use of unscheduled personal leave
- Insurance coverage paid by the City:
 - Life Insurance at 1x annual base salary; Accidental Death & Dismemberment at 2x annual base salary
 - Long Term Disability
- **Group medical and dental insurance :**
 Fiscal Year 2017 Employee Bi-Weekly Premiums:

	Aetna <u>Select HMO</u>	Aetna <u>OAS</u>	Aetna <u>POS Choice</u>	MetLife <u>Dental</u>
Single	\$12.00	\$39.00	\$67.00	\$13.50
Employee +1	\$175.00	\$245.00	\$325.00	n/a
Family	\$197.00	\$288.00	\$360.00	\$30.00

- Medical and dental insurance coverage for domestic partners also available with proper qualifying documentation.

This represents an overview of benefits available to City of Winter Park employees and is not all inclusive. Benefits are subject to the provisions set forth in the Personnel Policy Manual and are subject to change.

Direct any questions and/or comments to Human Resources.