

# Lee County Tax Collector

## Employee Benefits Summary - Effective 01/01/2016

*The benefits listed below are available through the Lee County Benefits Plan and may be subject to change without notice.*

Benefits are effective the 1<sup>st</sup> of the month following one full month of employment.

### Medical – County Plan

Employee Only	No Cost employee
Employee & Dependents	\$115 per month or \$57.20 per pay period
Employee & Spouse	\$145 per month or \$72.50 per pay period
Employee Family	\$160 per month or \$80 per pay period
26 – 30 Year Old Dependent:	\$780 per month or \$355 per pay period

### Dental – County Plan

Employee Only	\$5 per month
Employee & Family	\$40 per month or \$20 per pay period

### Vision – Optional Plan

Employee Only	Low Option Plan \$10.62 per month
Employee & Family	Low Option Plan \$22.37 per month
Employee Only	High Option Plan \$14.19 per month
Employee & Family	High Option Plan \$29.87 per month

### Florida Retirement System

All regular employees participate in one of two Florida Retirement System (FRS) plans: the FRS Pension Plan or the FRS Investment Plan. The employee contribution rate is 3%.

### Deferred Compensation – Optional Plan

This optional plan allows employees to set aside tax-deferred income to supplement FRS and Social Security benefits.

### Long Term Disability – County Plan

Employer paid - qualifies for 60% of pre-disability income.

### Short Term Disability – Optional Plan

Pre-tax salary deductions, based on age and salary calculations; benefit of 60% of your pre-disability base salary.

### Employee Assistance Program

This program enhances the well-being of all employees of the Lee County Tax Collector and their families.

### Life Insurance – County Plan

Employer paid - Life insurance equivalent to 1 times annual salary.

### Voluntary Life Insurance – Optional Plan

Additional insurance for employee and dependents; premium based on age.

### Tuition Reimbursement

Eligible after 1 year of employment.

### Flexible Spending Account – Medical

Pre-tax deductions set aside to cover predictable medical expenses.

### Flexible Spending Account – Dependent Care

Pre-tax deductions set aside to cover pre-determined daycare expenses.

### Aflac

Offers the following optional additional insurance policies: Personal Sickness Indemnity, Personal Accident Indemnity, Personal Cancer Indemnity, as well as; Critical Care Recovery, Short Term Disability Insurance, Vision and Dental.

### Vacation, Sick and Holiday Time

Less than 3 years of service	1 day – 8 hours per month or 4 hours per pay period
3 or more, but less than 6 years of service	1.25 days – 10 hours per month or 5 hours per pay period
6 or more years of service	1.75 days – 14 hours per month or 7 hours per pay period
Sick	8 hours per month or 4 hours per pay period
Holidays	12 days per year; includes 1 personal day for birthday

