



PALM BEACH GARDENS
A Signature City

The City of Palm Beach Gardens Full Time Benefits Summary

Effective 10/1/11 through 9/30/12

Eligibility	Coverage in the City's group insurance plans begins the first of the month following thirty (30) days of employment.												
Health Insurance	Choice of three (3) plans provided through Blue Cross Blue Shield of Florida. Employee contributions are required toward the cost of this insurance on a bi-weekly basis as follows:												
	<table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th></th> <th style="text-decoration: underline;">HMO</th> <th style="text-decoration: underline;">PPO</th> <th style="text-decoration: underline;">HDHP</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$0</td> <td style="text-align: center;">\$0</td> </tr> <tr> <td>Family</td> <td style="text-align: center;">\$58.00</td> <td style="text-align: center;">\$110.00</td> <td style="text-align: center;">\$30.00</td> </tr> </tbody> </table>		HMO	PPO	HDHP	Employee Only	\$0	\$0	\$0	Family	\$58.00	\$110.00	\$30.00
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Employee Health and Wellness Center	On-site Wellness Center, no-copays for doctor's visits, labs, physicals, or prescription drugs dispensed at the Center.												
Dental Insurance	PPO plan offered through Guardian, provided at no cost.												
Life Insurance	Two (2) times annual salary up to a maximum of \$100,000 provided at no cost.												
Short Term Disability	Non-probationary employees eligible for 60% of salary up to 26 weeks, provided at no cost.												
Long Term Disability	60% of salary up to \$5,000 monthly, provided at no cost.												
Employee Assistance Program	Six (6) visits per calendar year, per issue, provided at no cost.												
Pension Plan	Provided through the Florida Retirement System (FRS). Choice between the Investment Plan with a one (1) year vesting schedule, and the Pension Plan with an eight (8) year vesting schedule. Mandatory 3% pre-tax contribution.												
Holidays	Eleven (11) days per calendar year. One (1) Floating Holiday per calendar year.												
Personal Leave	Sixteen (16) hours accrued monthly used for vacation, illness, or personal time away from work.												
Optional Voluntary Benefits	Vision Care Insurance Plan, Supplemental Life Insurance, Flexible Spending Accounts, AFLAC Supplemental Policies, 457 Deferred Compensation Plan, Recreation Program Discounts, Day Care Discounts, Direct Deposit.												