



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"> <thead> <tr> <th></th> <th style="text-align: center;"><u>HMO</u></th> <th style="text-align: center;"><u>PPO</u></th> <th style="text-align: center;"><u>HDHP</u></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>		<u>HMO</u>	<u>PPO</u>	<u>HDHP</u>	Employee Only	\$0	\$0	\$0	Family	\$58.00	\$110.00	\$30.00
	<u>HMO</u>	<u>PPO</u>	<u>HDHP</u>										
Employee Only	\$0	\$0	\$0										
Family	\$58.00	\$110.00	\$30.00										
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	Eligible for 60% of salary up to 26 weeks, provided at no cost												
Voluntary Long Term Disability	60% of salary up to \$1,500 monthly, cost age based.												
Employee Assistance Program	Six (6) visits per calendar year, per issue, provided at no cost.												
Pension Plan	Certified law enforcement officers and Firefighters are Pension Fund participants. Amount of retirement benefits is based on credited service and average final compensation.												
Holidays	Eleven (11) days per calendar year. One (1) Floating Holiday per calendar year.												
Personal Leave	Accrued monthly used for vacation, illness, or personal days. Monthly accrual: Police (16) hours; Firefighters (15.4) hours												
Longevity Pay	Based on years of service.												
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.												