

The City of Palm Beach Gardens
Full Time – New Hire
Benefits Summary
Effective 10/1/17 through 9/30/18

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 Florida Blue. Employee contributions are required toward the cost of this insurance on a bi-weekly basis as follows:

	HMO	PPO	HDHP
Employee Only	\$0	\$0	\$0
Family	\$58.00	\$110.00	\$30.00

On-Site Employee Health and Wellness Center

Available for use by employees, spouses and dependents enrolled on the City’s Health Plan. No-copays for doctor’s visits, labs, physicals, or prescription drugs dispensed at the Center.

Dental Insurance

PPO plan offered through Ameritas, 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.

Wellness Program

Voluntary wellness initiatives that promote and reward health awareness.

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, Roth IRA, Recreation Program Discounts, Day Care Discounts, Direct Deposit.