



SHERIFF

Marion County

EMPLOYEE BENEFITS

MEDICAL PLAN – Coverage is through Blue Cross/Blue Shield of Florida and is effective the first day of the month following 30 days of employment. There are 3 plans to choose from with the employee cost for employee coverage ranging from 0% - 12% of the monthly premium and 25% of the premium for family coverage. Deductibles range from \$500 - \$750 a person with 80% coverage to a participating provider. Family Physician co-pays are available under certain plans.

STATUTORY LIFE BENEFIT – All full time employees are covered under our Statutory Life policy. Current benefits are:

- \$200,000 In the Line of Duty Death
- \$150,000 Fresh Pursuit
- \$150,000 Unlawful & Intentional Death

BASIC LIFE COVERAGE – Coverage is effective on the employee's hire date and the entire premium is paid by the Sheriff's Office. The amount of this policy is one times the employee's annual base salary.

ACCIDENTAL DEATH & DISMEMBERMENT – Coverage is effective on the employee's hire date and the entire premium is paid by the Sheriff's Office. The amount of this policy is one times the employee's annual base salary.

SUPPLEMENTAL LIFE INSURANCE – Employee pays 100% of the premium and is effective upon approval by the insurance company. The amount of this policy adds an additional one times the employee's annual base salary of Basic Life coverage with an additional one times the employee's annual base salary for Accidental Death & Dismemberment.

DEPENDENT LIFE INSURANCE - Coverage is effective on the employee's hire date and the family monthly premium of \$5.50 is paid by the employee. This is a \$10,000 basic life policy which covers all qualified dependents.

DENTAL PLAN – Coverage is effective the first day of the month following 30 days of employment. Premium is paid in full by the employee and dependent coverage is available. You may see a dentist of your choice and the coverage is based on the type of service rendered.

VISION PLAN – Coverage is effective the first day of the month following 30 days of employment. Premium is paid in full by the employee and dependent coverage is available. A provider list will be provided and the plan is administered by 20/20 Eyecare Plan.

LONG-TERM DISABILITY – Coverage is effective the first day of the month following 30 days of employment. Premium is paid in full by the Sheriff's Office.

FLORIDA RETIREMENT SYSTEM – Contributions are paid 100% by the Sheriff's Office. Regular members may retire after 6 or more years of service AND age 62, or 30 years of service regardless of age. High Risk (Law Enforcement and Corrections Officers) may retire after 6 or more years of service AND age 55, or 25 years of service regardless of age.

FLEXIBLE COMPENSATION PLAN – Allows reduction of "Taxable income" through Medical reimbursement and/or child care reimbursement accounts, as well as insurance premium conversion. Premium Conversion is automatic and the other accounts are available during our Open Enrollment period.

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LEAVE TIME –

- Sick leave accrues at the rate of 3.6 hours bi-weekly
- Annual or vacation leave accrues from the date of hire:
 - 0-4 years of service – 80 hours/yearly
 - 4-9 years of service – 120 hours/yearly
 - 9-14 years of service – 160 hours/yearly
 - 14-19 years of service – 180 hours/yearly
 - 19-24 years of service – 200 hours/yearly
 - 24 or more years of service – 250 hours/yearly
- Bereavement Leave for Immediate Family Members
 - Up to 40 hours for out-of-state death
 - Up to 24 hours for in-state death
- Military Leave available at a maximum of 17 days per calendar year
- Nine paid holidays annually
- One personal day (8 hours) off per year

EDUCATIONAL ACHIEVEMENT PAY – Non-sworn/certified employees are eligible for Educational Achievement Pay for degrees obtained from an accredited college at the following rate:

\$30 per month for a 2 year degree
\$80 per month for a 4 year degree

SALARY INCENTIVE – Sworn and certified employees are eligible for a maximum of \$120 per month (\$130 per month if the employee has obtained a degree from an accredited college). Incentive will be paid as follows:

2 year Degree - \$30 per month; or
4 year Degree - \$80 per month; and/or
FDLE approved Law Enforcement Career Development Course payable at \$20 per month for each 80 hours of instruction.

SPECIAL DETAIL PAY – Special details are available throughout the year for sworn law enforcement officers. Employees may work these details on their off time and will be paid at the current special detail amount of pay.

OVERTIME COMPENSATION – Employees receive compensation for overtime. They may receive pay, compensatory time, administrative time, or flextime, depending on their position and at the discretion of their supervisor.

HIGHER EDUCATION REIMBURSEMENT – Reimbursement is limited to 2 courses of no more than 6 credit hours per semester at a per credit hour for CFCC course(s) and shall be limited to a maximum of 6 credit hours at the Central Florida Community College rate per eligible employee per semester. Tuition reimbursement is also limited to costs not funded by other programs such as scholarships, grants, G.I Bill or other subsidies.

LONGEVITY PAY – Employees receive longevity pay based on a percentage of their base salary each anniversary date. The percentage paid increases at five and ten year continuous service increments.

DEFERRED COMPENSATION PLAN – A tax shelter and supplemental retirement plan paid in full by the employee if desired.

CREDIT UNION – Employees are eligible to participate in the GTE Federal Credit Union. The credit union furnishes checking and savings accounts and makes competitive rate loans to member.

EMPLOYEE WELLNESS – An exercise room with exercise equipment is available behind the Operations Center for use by any full time employee.

DIRECT DEPOSIT – Direct deposit is available to employees at a bank of the employee's choice.