



MARION COUNTY

SHERIFF'S OFFICE

### 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 employer covering a significant portion of the premium cost. These plans include 2 traditional health insurance plan options and a Health Savings Account plan. Employee premiums are higher for family coverage. Family Physician and Specialist Physician co-pays are available under certain plans.

**FLORIDA RETIREMENT SYSTEM** – Regular members are vested after 8 of service AND may retire at age 62, or 30 years of service regardless of age. High Risk (Law Enforcement and Corrections Officers) become vested in the plan after 8 years of service may retire at age 55, or 25 years of service regardless of age.

**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. Two (2) plan options exist within the Blue Cross and Blue Shield of Florida affiliated Florida Combined Life-Dental Plan. The first plan requires that you see an in-network dentist. The second plan allows you to see a dentist of your choice who accepts the dental plan. Coverage is based on the type of dental service rendered.



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**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. The plan is administered by 20/20 Eyecare.

**VOLUNTARY SUPPLEMENTAL INSURANCE** – The agency offers additional voluntary insurance plans through the Allstate and AFLAC Insurance Companies. These plans include Critical Illness, Cancer and Accidental Death and Disability coverage. The premiums are paid 100% by the employee at a group rate through payroll deduction.

**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.

**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.

#### **LEAVE BENEFIT**

- 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 to the standards of the Federal USERRA Act.
  - 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



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**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. Plan choices include those offered by Nationwide and Massachusetts Mutual.

**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** – The MCSO offers a well organized Wellness program which includes several employee incentives for completing various program steps. Incentives include a monthly health insurance premium discount and a Wellness Day Off added to your accrued leave. The program includes educational, exercise, weight loss and smoking cessation programs and frequent group based physical challenges. The agency also maintains a well equipped exercise facility with complete cardio and resistance exercise equipment and a physical trainer available to assist all full time employees.

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

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