

LEON COUNTY BOARD OF COUNTY COMMISSIONERS 2008 BENEFITS SUMMARY

The following is a brief summary of the Benefits available to employees. **New Hires must enroll in insurance coverage within 30 days of hire. If you need more information, please contact Human Resources at 606-2400.**

BENEFIT	WHO IS ELIGIBLE	WHEN EFFECTIVE	WHO PAYS	WHAT YOU RECEIVE																								
MEDICAL INSURANCE *Medical Opt-Out Program	Full Time Employee Part Time Employee	1 st day of the month following receipt of application After 2 years of employment	LCBCC + Employee LCBCC+ Employee LCBCC	*2 Plan Options: Capital Health Plan or United Per Pay Period Employee Premium Rates: CHP: Single: \$15.56 2-Person: \$32.21 Family: \$41.23 UHC: Single: \$20.31 2-Person: \$42.04 Family: \$53.82 Can be deducted on a Pre-Tax basis *Option to decline medical coverage & receive \$300/month Must provide proof of other coverage (TriCare members not eligible)																								
DENTAL VISION	Full Time & Part Time Employee Full Time & Part Time Employee	1st day of the month following 30 days of employment 1st day of the month following 30 days of employment	Employee Employee	*2 Plan Options: CompBenefits or United Per Pay Period Employee Premium Rates: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Employee</th> <th>Single + 1</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>Managed Care Plan</td> <td>\$10.55</td> <td>\$17.86</td> <td>\$28.15</td> </tr> <tr> <td>Advantage Plan</td> <td>\$7.62</td> <td>\$14.78</td> <td>\$24.50</td> </tr> <tr> <td>PPO Plan</td> <td>\$12.67</td> <td>\$24.21</td> <td>\$40.18</td> </tr> <tr> <td>United PPO</td> <td>\$15.42</td> <td>\$30.57</td> <td>\$54.23</td> </tr> </tbody> </table> Can be deducted on a Pre-Tax basis Coverage for eye exams, glasses, lenses & frames provided by VisionCare. Choice of Network Dr. for least out of pocket expenses or Non-Network Dr. Per Pay Period Employee Premium Rates: Employee: \$2.99/pay or Family: \$8.55/pay Can be deducted on a Pre Tax basis		Employee	Single + 1	Family	Managed Care Plan	\$10.55	\$17.86	\$28.15	Advantage Plan	\$7.62	\$14.78	\$24.50	PPO Plan	\$12.67	\$24.21	\$40.18	United PPO	\$15.42	\$30.57	\$54.23				
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LIFE INSURANCE & ACCIDENTAL DEATH & DISMEMBERMENT *Basic *Supplemental *Dependent *Additional Term Life	Full Time Employee	Must enroll within 30 days of hire 1st day of the month following date of hire 1st day of the month following receipt of application 1st day of the month following receipt of application 1 st day of the month following receipt of application	LCBCC Employee Employee Employee	*Coverage in the amount of basic annual earnings: Executive & Sr. Mgmt: 2 times earnings Ex. Support, Career Srv, EMS: 1 times earnings *Option to purchase additional coverage in the amount of basic annual earnings: Executive & Sr. Mgmt: 1 times earnings Ex. Support, Career Srv, EMS: 2 times earnings Premium: \$.43 per thousand dollars of coverage *Option to purchase coverage on spouse and dependents: Spouse: \$20,000 \$10,000 \$5,000 Dependents: \$ 5,000 \$ 2,500 \$1,500 Semi-Monthly Premium: \$3.12 \$1.58 \$.86 Rates based on amount of coverage and age. Provided by Reliance Standard Life Insurance Company																								
DISABILITY *Short Term *Long Term *Sick Leave Pool	Executive & Sr Mgmt-FT Full Time Employee Full & Part Time	1st day of the month following date of hire 1st day of the month following date of application. Must enroll within 30 days of hire 1 year of employment & 64 hours of sick leave	LCBCC Employee Employee Sick Time	*Pays 75% of pay for 3 months after sick leave is exhausted *Pays 60% of pay after you have been disabled for 3 months Monthly premium rates based on age and \$100 of base pay. <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Age Band</th> <th>Rate</th> <th>Age Band</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>29 or less</td> <td>\$.46</td> <td>45-49</td> <td>\$1.20</td> </tr> <tr> <td>30-34</td> <td>\$.60</td> <td>50-54</td> <td>\$1.73</td> </tr> <tr> <td>35-39</td> <td>\$.67</td> <td>55-59</td> <td>\$2.56</td> </tr> <tr> <td>40-44</td> <td>\$.97</td> <td>60-64</td> <td>\$3.31</td> </tr> <tr> <td></td> <td></td> <td>65+</td> <td>\$3.38</td> </tr> </tbody> </table> *Pays 100% of pay after you have used all of your sick and annual leave	Age Band	Rate	Age Band	Rate	29 or less	\$.46	45-49	\$1.20	30-34	\$.60	50-54	\$1.73	35-39	\$.67	55-59	\$2.56	40-44	\$.97	60-64	\$3.31			65+	\$3.38
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FLEXIBLE SPENDING ACCOUNTS *Unreimbursed Medical *Dependent Day Care	Full Time Employee Part Time	1st day of the month following date of application After 2 years	Employee	Pre-Tax Savings on: *Out of pocket health care expenses not covered by insurance: up to \$5,000 per year *Day Care Expenses: up to \$5,000 per year																								
VOLUNTARY PLANS *ARAG Legal Plan *Colonial Life Insurance *Reliance Standard Life Insurance	Full & Part Time	1st day of the month following date of application 1st day of month following application acceptance 1 st day of month following date of appl.	Employee	Opportunity to apply for coverage: *Provides access to professional, legal representation. \$8.75/pay *Provides for Cancer, Intensive Care, Accident & Disability and Hospital Indemnity Insurance *Provides additional Term Life Insurance coverage for employee, spouse or dependents. Rates based on age.																								
RETIREMENT *Florida Retirement System *Deferred Compensation (457) *Retirement Savings Match Program	Full & Part Time All employees Full & Part Time	Participation: Date of Hire Vesting: 6 yrs-Pension 1 yr-Investment Plan Date of hire Participation: 6 months Of services	LCBCC Employee LCBCC	*May choose to participate in the FRS Pension (Defined Benefit) Plan or the FRS Investment (Defined Contribution) Plan *Availability to save for retirement on a pre-tax basis. Providers are Nationwide, VALIC and ICMA *County match of 50% of employee contribution to 457 up to maximum employee contribution of 3% of base pay																								

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EDUCATION *Tuition Assistance *Career Development	Full Time Full & Part Time	After 6 months of employment Date of Hire	LCBCC	*Provides for full or partial reimbursement of tuition for job related courses. *Programs which assist you in directing your career																																													
EMPLOYEE ASSISTANCE *EAP *Mediation Program	Full & Part Time	Date of Hire	LCBCC	Programs to assist employees in problem solving personal and family challenges, and work related issues *Confidential counseling, assessment & referral for personal &/or work performance problems *Program to work through work related conflicts																																													
OTHER BENEFITS *Awards of Excellence *Employee Innovation Program *Credit Union *Florida PrePaid College Program *Parking *Paycheck Direct Deposit *Professional Memberships *Relocation Expenses *Workers Compensation	FT & PT Any Employee Any Employee Any Employee Executive & Sr. Mgmt Executive & Sr. Mgmt Any Employee	Date of Hire	LCBCC LCBCC Employee Employee LCBCC+ Employee LCBCC LCBCC LCBCC	*Program that provides financial rewards for individuals & groups who achieve superior work results which improve LC *Financial awards for employee suggestions for productivity & cost savings *Enjoy a wide range of financial services by joining the Tallahassee-Leon Federal Credit Union *Set aside savings for college through payroll deduction. *Parking provided in designated areas. Cost is partially subsidized by LCBCC. Cost can be deducted pre-tax. *Opportunity to have your paycheck going directly into your bank account *Payment for professional memberships based on budget availability *Payment for relocation expenses for moves to this area not to exceed \$1,000 *Examination, treatment and lost-time compensation for job related injuries.																																													
TIME OFF *Annual Leave *Sick Leave *Family & Medical Leave Act (FMLA) *Holidays *Swing Holiday *Donating Blood *Court Duty *Death in Family *Disaster Leave *Military Leave *Volunteer Service	Full & Part Time Employee Full & Part Time Employee All employees FT/PT (except EMS) Full & Part Time All employees All employees All employees All employees All employees Full & Part Time	Date of Hire Date of Hire 1 year of service & have worked 1,250 hours Date of Hire 6 month of service Date of Hire Date of Hire Date of Hire Date of Hire Date of Hire Date of Hire	LCBCC LCBCC LCBCC LCBCC LCBCC LCBCC LCBCC LCBCC	*Provides for time off with pay. Accrual based on years of service and type of position: <table border="1"> <thead> <tr> <th colspan="5">Hours Accrued Per Month</th> </tr> <tr> <th>Years:</th> <th>Executive</th> <th>Sr. Mgmt.</th> <th>Ex. Suppt/EMS</th> <th>Career Srv</th> </tr> </thead> <tbody> <tr> <td>0-5</td> <td>12</td> <td>10</td> <td>8</td> <td>8</td> </tr> <tr> <td>5-10</td> <td>14</td> <td>12</td> <td>10</td> <td>10</td> </tr> <tr> <td>10-15</td> <td>15</td> <td>14</td> <td>12</td> <td>12</td> </tr> <tr> <td>15-20</td> <td>16</td> <td>15</td> <td>14</td> <td>13</td> </tr> <tr> <td>20+</td> <td>17</td> <td>16</td> <td>16</td> <td></td> </tr> <tr> <td>20-25</td> <td></td> <td></td> <td></td> <td>14</td> </tr> <tr> <td>Over 25</td> <td></td> <td></td> <td></td> <td>16</td> </tr> </tbody> </table> Accrual may not exceed 240 hours as of Oct. 1 annually. Credit may include state/local government service as long as break in service is less than 30 days . Employees working less than full time accrue based on hours worked. EMS accrues leave based on shift worked. *Provides for time off of work with pay for illness/injury. Accrual of 8 hours/month with unlimited accumulation. Employees working less than full time accrue based on hours worked. -Employees hired from state or local government (eligible service under FRS) may transfer up to 240 hours of sick leave if break in service is less than 30 days . -Once accumulation reaches 240 hours, opportunity to convert time to Annual Leave or a Leave Bank for retirement EMS accrues leave based on shift worked. *Authorized time off for up to 12 weeks in a 12 month period: -to care for your child due to birth, adoption, foster care placement -to care for your spouse, child, parent with a serious health condition -for your own serious health condition * 11 paid days * 3 paid days that can be taken pending approval. Part time employees eligible for prorated amount *Up to 2 paid hours for donating blood * Paid time for service as a member of a jury pool *Up to 3 paid days *For disasters in Florida, up to 15 paid days/year, if you are a Certified Disaster Service Volunteer of the American Red Cross *Unpaid leave of absence to fulfill military obligations * Paid time to volunteer in Project Lead Program for up to 1 hr per week. Pro-rated for part time employees.	Hours Accrued Per Month					Years:	Executive	Sr. Mgmt.	Ex. Suppt/EMS	Career Srv	0-5	12	10	8	8	5-10	14	12	10	10	10-15	15	14	12	12	15-20	16	15	14	13	20+	17	16	16		20-25				14	Over 25				16
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COMPENSATION *Annual Increases *Merit Plan *Educational Attainment	FT & PT Sr.Mgt/ExSpt Career Srv. Career Srv Full & Part Time	Date of Hire 6 months of service Date of Hire	LCBCC LCBCC LCBCC	*Based on evaluation of performance-up to 8% *Based on evaluation of performance *Bonus for excelling performance * 5% pay increase for earning degree or diploma that is above what is required for position																																													

