

CITY OF TARPON SPRINGS BENEFITS SUMMARY

Vacation - All regular Full-time and Part-time general employees (Police & Fire employees follow a bargaining agreement) are eligible after completion of the probationary period. Part-time employees' accruals are pro-rated based on scheduled work week. Years of service determine how much an employee receives:

- 1 - 4 years = two weeks + one day (11 days)
- 5 - 9 years = three weeks (15 days)
- 10 - 19 years = four weeks (20 days)
- 20 or more years = four weeks + one day (21 days)

Sick Leave - All regular Full-time employees are eligible for one (1) day per month after one (1) month of service.

Long-Term Disability - Full time sworn Police and general employees will be insured with a 90-day elimination period. The monthly benefit is 60% of salary. Current carrier is Hartford Life and Accident Insurance.

Holidays - All regular Full-time employees are eligible for 12 paid holidays per year.

Mission Square Retirement – Defined Contribution (401(a)) Pension – City of Tarpon Springs General Employees' Retirement Plan. All benefit eligible regular and probationary employees become eligible on the first day of the month following their first 90 days of employment. Level of contribution is determined by the Board of Commissioners and is presently 9.0% of gross salary (contributed solely by the City with no employee contributions.) Full vesting occurs after five (5) years of service. NOTE: Sworn Police and Fire rescue employees follow a collective bargaining agreement.

FMIT/United Healthcare Medical Insurance – The City provides employee coverage without charge for eligible employees on the 90th day of employment. Employees desiring dependent coverage contribute toward optional dependent coverage under the City's group plan. No Primary Care Physician (PCP) referral is required for specialists.

MetLife Dental Insurance – The City pays for employee's coverage (employees may purchase dependent coverage under City's group plan). There is an annual deductible of \$50 for the Employee and \$150 for a Family. Coverage is a maximum of \$1,500 per person per calendar year.

Hartford Life and Accident Insurance Company – The City pays \$50,000/\$100,000 Basic Life/AD&D for employees. Dependent coverage is available in the amounts of \$5,000/Spouse and \$2,500/child (paid by employee). Employees can also purchase Additional Life insurance.

Deferred Compensation (457(b)) Plan – The City provides a 457(b) deferred compensation plan through Mission Square Retirement.