

Human Resources

Contact Information: (727) 938-3711, 324 East Pine St, Fax (727) 942-5621

Employment Benefits

Vacation - All regular Full-time and Part-time general employees are eligible after completion of the probationary period. (Police & Fire employees follow a bargaining agreement). Years of service determine how much an employee earns:

- 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. LTD is not applicable to sworn Fire Rescue employees.

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

ICMA-RC Defined Contribution (401(a)) - City of Tarpon Springs General Employees Pension - 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 8.7% 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.

Health and Dental Insurance - All regular Full-time employees are eligible on the 90th day of employment. All additions to/deletions/from any insurance are processed through the Human Resources Department including COBRA administration.

FMIT / United Healthcare - The City provides employee coverage without charge for eligible employees. Employees desiring dependent coverage contribute toward optional dependent coverage under City's group plan. No Primary Care Physician (PCP) referral is required for specialists.

Delta Dental - The City provides employee coverage (employees may purchase dependent coverage under City's group plan).

Hartford Life and Accident Insurance Company - The City provides \$50,000/\$100,000 Basic Life/AD&D for employees. Dependent and additional coverage is available.