

# CITY OF SEMINOLE

## 2018 Full-Time Employee Benefit Summary

At the City of Seminole, we recognize that your employee benefits are an important part of your total compensation package. We value our employees, and our competitive benefit packages show our commitment to attracting and retaining the very best talent. This summary is designed to give you a quick overview of our benefits package.



- **Health & Dental Insurance**
- **Life Insurance**
- **Long Term Disability**
- **Voluntary Benefits through AFLAC**
- **FRS Pension or Investment Plan**
- **Deferred Compensation Plans**
- **Vacation Leave**
- **Sick Leave**
- **Paid Holidays**
- **Longevity Bonus**
- **Educational Reimbursement**
- **Educational Incentive Pay**
- **Use of Seminole Recreation Center**



### CITY OF SEMINOLE

Erica Ottmann, HR Director  
9199 113th Street N  
Seminole, FL 33772

Phone: 727-391-0204 x108  
Fax: 727-320-0914  
E-mail: [eottmann@myseminole.com](mailto:eottmann@myseminole.com)

## 2018 Full-Time Employee Benefit Summary

The following benefits are available to all regular full-time employees, following the applicable eligibility period:

- **Health & Dental Insurance:** The City pays 100% of the employee premium for health and dental insurance for qualified employees. If an employee chooses to cover dependents, the City will pay a portion of the dependent premium. Employees are eligible to enroll the first of the month following 30 days of employment.
- **Life Insurance:** Qualified employees receive a term life insurance and accidental death and dismemberment policy with a benefit up to \$50,000. The City pays 100% of the premium for the employee.
- **Long Term Disability:** The City provides a Long Term Disability policy at no cost to the employee.
- **Voluntary Benefits through AFLAC:** Employees may elect to enroll in additional voluntary benefits, including short term disability and accident insurance.
- **FRS Pension Plan:** The City enrolls full-time (non-Firefighter) regular employees in the Florida Retirement System. The plan offers two options: a defined benefit plan, or an investment plan (similar to a 401k plan). Employees are required to contribute 3% of their salary to their pension.
- **Deferred Compensation Plans:** Employees also have the option to contribute to a 457 deferred compensation plan through Nationwide or ICMA Corporation.
- **Vacation Leave:** Employees accrue vacation leave based on their years of service. New employees accrue two work weeks per year.
- **Sick Leave:** Employees accrue one day of sick leave each month to be used for illness or injury, up to a maximum of 960 hours.
- **Paid Holidays:** The City observes twelve holidays (which includes two floating holidays).
- **Longevity Bonus:** Employees are eligible to receive \$200 - \$1000 annually based on years of service. Employees are eligible for longevity bonuses after completing 5 years of service.
- **Educational Reimbursement:** The City will assist employees with job-related education and training, subject to approval.
- **Educational Incentive Pay:** Based on the degree held, qualified employees are eligible to receive \$600 - \$1,320 per year.
- **Use of Seminole Recreation Center (with free ID card)**

This guide provides a summary of plan highlights. Please consult the carriers contract for complete information on coverage. This is not a binding contract. The carrier's contract will prevail.



Check out our career opportunities at  
[www.myseminole.com](http://www.myseminole.com)