



CITY OF TALLAHASSEE

Employee Benefits

City of Tallahassee Benefit Summary Sheet *Achieving Excellence Through People*



Medical



Vision



Dental



Prescriptions



Health &
Wellness



Flex
Spending



Learning

This is a brief description of City benefits , for eligible **General** employees. For additional information, please contact Human Resources at 850-891-8214 or Retirement Administration at 850-891-8323.

Benefit	Description	Employer Contribution
Medical Insurance (Including Rx)	Capital Health Plan - HMO Florida Blue - PPO	88% - Employee Only 80% - Employee + 1 74% - Employee + 2/More
Dental Insurance (MetLife Dental)	3 PPO Options	Employee Paid
Flexible Spending Accounts (TASC)	<ul style="list-style-type: none"> •Health Care FSA •Account Dependent/Family Care FSA 	Employee Paid
Accidental Death & Dismemberment (MetLife)	Employee Only or Employee + 2/More Options: \$25,000 - \$150,000	Employee Paid
Life Insurance (MetLife) Employee, Spouse/DP & Child	Employee: \$30,000 - \$500,000 Spouse/Domestic Partner: \$15,000- \$100,000 Child(ren): \$10,000 per child	Employee Paid
Long Term Disability Insurance (MetLife)	50% of monthly pre-disability earnings (reduced by deductible income) up to a monthly maximum of \$5,000 Option of 90 day or 180 day wait period	Employee Paid
Vision Insurance (Davis Vision)	Frames, spectacle lenses and contact lens coverage available	Employee Paid
Flex Bucks	An annual allowance to help pay for benefits such as medical, dental, vision, etc.	\$82.50 biweekly on all 26 payroll checks
Pre-Paid Legal (ARAG)	In person, telephone and online legal documents provided with ARAG. Some coverage examples include consumer protection, family, criminal, driving, debt-related matters and wills/estate planning.	Employee Paid
Critical Illness (Allstate)	Protect yourself & your family if diagnosed with a critical illness. \$10,000 & \$20,000 coverage options.	Employee Paid
Auto Insurance (MetLife)	Employee discount on payroll deducted auto insurance.	Employee Paid
Catastrophic Illness Leave	Paid leave provided to qualified employees with more than 4,160 service hours who experience their own serious illness/injury causing an absence in excess of 48 consecutive work hours.	1,200 lifetime hours @100% of current hourly rate.



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Fitness Classes/Gym Facilities	Fitness challenges, classes, lunch & learns & access to fitness facilities on premises.	100%
Tuition Reimbursement	The City will reimburse for undergraduate and graduate tuition, books & fees.	Undergraduate - 50% for a max of \$750 per year Graduate - 50% for a max of \$1,500 per year
Employee Assistance Program (EAP) Tallahassee Memorial HealthCare	Confidential counseling and problem solving program for employees and members of their household.	100%
Holidays	11 Holidays + 1 Floating Holiday (8 hours)	100%
Pre-Retirement Survivor Benefit	Your beneficiaries are eligible for a lump sum payment immediately upon your death.	A minimum lump sum of \$50,000 regardless of length of service.
Defined Contribution Plan 401(k)	5% contribution by the City from hire date. Vested at 7 years.	100%
Defined Contribution Plan 401(k) Match	Upon retirement, the City will provide a match on contributions if employee selects month payments.	50% match on 401(k) funds up to 5%
Pension	Employee mandatory 5% contribution. 2.25% accrual per year. Vested after 5 years.	Employee Paid City contributions based on actuarial determinations needed to fund the Plan.
Defined Contribution Plan Retirement Savings Voluntary Program (457/ROTH 457)	Pre-tax savings program offering a wide variety of funds to allocate your money.	Employee Paid
Leave Time	Personal leave is granted each Saturday for the first five (5) years at 2:19 minutes each week, or 120 hours per year. (Increases after year 5, year 10 and year 20) Sick Leave is granted each Saturday at :56 per week or 48 hours per year. Personal Leave Days - 2 days at 8 hours each day beginning from day one of employment.	100%
Parental Leave	An employee who meets the criteria under FMLA is eligible for paid parental leave for a newborn or newly adopted child.	Max of 240 hours to be used within 12 weeks of the birth of a child or placement in the home for adoption.