**City of Williston Full-Time Employee Benefits at a Glance**

**RETIREMENT**

**Plan Trustee:** Florida Municipal Pension Trust Fund (FMIT)

**Website:** <https://retirement.flcities.com/>

**Plan Administrator:** Florida League of Cities, Inc.

**Eligibility:** Full-Time employees become participants in the Retirement Plan on their first day of employment with the City of Williston and are fully vested after five (5) years of full-time employment.

**General, Full-time Employee Contribution:** Members of the Plan shall be required to make regular contributions to the Fund in the amount of **5%** of their yearly salary on a pre-tax basis, each pay period.

**Full-time Police Officers of the City of Williston:** Members of the Plan shall be required to make regular contributions to the Fund in the amount of **5%** of their yearly salary on a pre-tax basis, each pay-period.

**Contributions to the Plan by the City of Williston:** Contributions made by the City of Williston vary and are based on the standards and guidelines outlined from the Governmental Accounting Standards Board. (GASB)

**OPTIONAL RETIRMENT PLAN**

**457 (b) Deferred Compensation Plan:** Advisors for this plan are located at Seacoast Wealth Management, Williston, Florida. Seacoast Wealth Management also offers the following services:

* **Customized Money Management Solutions**
* **Comprehensive Financial Planning**
* **Estate and Multi-Generational Planning Strategies**
* **Strategic Credit and Banking Solutions**
* **Risk Management and Asset Protection Strategies**
* **Executive Compensation and Business Transition Planning**
* **401k and Other Qualified Plans**
* **Exclusive Access to Special Events**

**OPTIONAL/SUPPLEMENTAL BENEFITS-EMPLOYEE AND FAMILY (Employee paid)**

**Allstate:** Critical Illness Insurance, Accident Insurance, Term Life Insurance, Supplemental Health Insurance, Cancer Insurance, and Short-Term Disability Insurance.

**Aflac:** Short Term Disability, Critical Care Protection, Vision Insurance, Dental Insurance, Accident Only Insurance, Cancer Indemnity Insurance, Hospital Confinement Indemnity Insurance, Life Insurance to include Whole Life, Term Life, and Juvenile Life Insurance policies.

**Globe Life:** Term Life Insurance, Accident Insurance, Cancer Insurance, Critical Illness Insurance.

**LIFE INSURANCE and INDEMNITY INSURANCE**

FMIT Colonial Life

125 E. Colonial Dr. PO Box 1365

Orlando, Fl. 32801 Columbia, SC 29202

* **$15,000.00 Life Insurance coverage for FULL-TIME City of Williston employees at no cost.**
* **Group Hospital Confinement Indemnity Insurance (GAP), at no cost for FULL-TIME City of Williston employees.**

**MEDICAL-**UnitedHealthcare/**Rx Copays** $10/$35/$60; **2.5 for mail orde**r $25/$87.50/$150

**DENTAL-** Delta Dental PPO 1500

**VISION-**UnitedHealthcare

**UnitedHealthcare Plan 3**  **Per Pay Period** **Per Month**

|  |  |  |
| --- | --- | --- |
| **FULL TIME EMPLOYEE** | **$0.00** | **$0.00** |
| **EMPLOYEE + SPOUSE** | **$502.30** | **$1004.60** |
| **EMPLOYEE + CHILDREN** | **$371.27** | **$742.54** |
| **EMPLOYEE + FAMILY** | **$873.58** | **$1747.16** |

**Delta Dental PPO 1500 Per Pay Period Per Month**

|  |  |  |
| --- | --- | --- |
| **FULL TIME EMPLOYEE** | **$17.50** | **$34.99** |
| **EMPLOYEE + SPOUSE** | **$34.95** | **$69.90** |
| **EMPLOYEE + CHILDREN** | **$37.15** | **$74.30** |
| **EMPLOYEE + FAMILY** | **$57.24** | **$114.47** |

**UnitedHealthcare Vision Per Pay Period Per Month**

|  |  |  |
| --- | --- | --- |
| **FULL TIME EMPLOYEE** | **$3.28** | **$6.55** |
| **EMPLOYEE + SPOUSE** | **$6.05** | **$12.09** |
| **EMPLOYEE + CHILDREN** | **$6.15** | **$12.29** |
| **EMPLOYEE + FAMILY** | **$11.02** | **$22.03** |

**ADDITIONAL LIFE INSURANCE**

FMIT

125 E. Colonial Dr.

Orlando, Fl. 32801

**Life Basic with AD&D** **Per Pay Period Per Month**

|  |  |  |
| --- | --- | --- |
| **DEPENDENT SPOUSE**  **$10,000.00 OF COVERAGE** | **$1.45** | **$2.90** |
| **DEPENDENT CHILD**  **$2,000.00 OF COVERAGE** | **$1.45** | **$2.90** |

**Life Basic-Retirees** **Per Pay Period Per Month**

|  |  |  |
| --- | --- | --- |
| **RETIREES**  **$2,000.00 OF COVERAGE** | **N/A** | **$0.68** |
| **DEPENDENT SPOUSE**  **$2,000.00 OF COVERAGE** | **N/A** | **$4.35** |
| **DEPENDENT CHILD**  **$1000.00 OF COVERAGE** | **N/A** | **$4.35** |

**COMPREHENSIVE WORK, LIFE, AND HEALTH ASSISTANCE**

**ESI EMPLOYEE ASSISTANCE GROUP-24/7**

* **Total Care EAP**-800-252-4555
* **Public Safety EAP**-888-327-1060

Each of us encounters personal problems from time to time. ESI EAP can provide you with the best possible solutions for issues you or one of your family members may face. This program is free and confidential to you and your family members in your household.

**HOMETOWN HEALTH AND HEALTH DESIGNS**

Florida League of Cities

125 E. Colonial Dr.

Orlando, FL 32801

All FULL-TIME employees on our Health Plan have FREE access to Hometown Health and their affiliate, Health Designs. This is an interactive site powered by WebMD, one of the most recognizable names in health information. On the site, you are able to access a wide variety of tools and assessment including free and unlimited telephonic health coaching, health assessments, health tracking tools and a mobile personal health record as well as yearly health screening events.

**ANNUAL LEAVE (VACATION) ACCRUALS**

The following chart illustrates the rate of accrual of annual leave, based on years of service.

Each permanent full-time employee will earn vacation accruals, calculated from the first day of employment.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **YEAR** | **HOURS ACCRUED PER YEAR** | **HOURS ACCRUED PER WEEK** | **YEAR** | **HOURS ACCRUED PER YEAR** | **HOURS ACCRUED PER WEEK** |
| **1ST** | **80** | **1.54** | **11TH** | **128** | **2.47** |
| **2ND** | **80** | **1.54** | **12TH** | **128** | **2.47** |
| **3RD** | **80** | **1.54** | **13TH** | **136** | **2.62** |
| **4TH** | **96** | **1.85** | **14TH** | **136** | **2.62** |
| **5TH** | **96** | **1.85** | **15TH** | **144** | **2.77** |
| **6TH** | **104** | **2.00** | **16TH** | **144** | **2.77** |
| **7TH** | **112** | **2.16** | **17TH** | **152** | **2.93** |
| **8TH** | **120** | **2.31** | **18TH** | **152** | **2.93** |
| **9TH** | **120** | **2.31** | **19TH** | **152** | **2.93** |
| **10TH** | **120** | **2.31** | **20TH** | **160** | **3.08** |

**SICK LEAVE**

Each permanent full-time employee will earn sick leave credits on the basis of **1.85 hours per pay period**, calculated from the first day of employment.

**HOLIDAYS OBSERVED BY THE CITY OF WILLISTON**

1. Martin Luther King, Jr. Day

2. Veteran’s Day

3. Thanksgiving (4th Thursday)

4. Day after Thanksgiving

5. Christmas Day

6. Day before/after Christmas Day (If approved by City Council)

7. New Year’s Day

8. President’s Day

9. Good Friday

10. Memorial Day

11. Independence Day

12. Labor Day (1st Monday)

**For more detailed information regarding Employee Benefits or the City of Williston Personnel Policies, please refer to the Human Resources Manual, contact Human Resources, located in the City Hall building, or you may call the office direct at 352-528-3060.**