

Full Time & Non Exempt, Regular Positions Summary of Clerk & Comptroller Benefits



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Insurance

Eligible the first day of the month following 30 days of employment.

Health Insurance

- Cigna OAPIN – In-Network Only/No deductible
- Cigna OAP – In- and Out-of-Network/Low deductible

Premiums for Coverage Effective January 1, 2019	Employee Contribution Per Pay Period OAPIN	Employee Contribution Per Pay Period OAP
Employee Only	\$14.64	\$32.02
Employee + One Dependent	\$116.63	\$127.79
Employee + Two or More Dependents	\$187.14	\$210.41

Dental Insurance

- Cigna Base PPO Plan/Low deductible (\$1,000 maximum)
- Cigna Buy Up PPO/Low deductible (\$2,000 maximum)
- Cigna DHMO

Premiums for Coverage Effective January 1, 2019	Employee Contribution Twice a Month BASE PPO	Employee Contribution Twice a Month BUY UP PPO	Employee Contribution Twice a Month DHMO
Employee Only	\$9.79	\$12.98	\$4.97
Employee + One Dependent	\$17.35	\$23.01	\$8.03
Employee + Two or More Dependents	\$30.82	\$40.88	\$11.86

Vision Insurance

- Cigna

Premiums for Coverage Effective January 1, 2019	Employee Contribution Twice a Month VISION
Employee Only	\$4.89
Employee + One Dependent	\$9.36
Employee + Two or More Dependents	\$15.18

Teladoc

Telemedicine service that is free for employees and up to 5 dependents



Award-winning Wellness Program

Earn up to \$300 for completing an online Health Assessment, completing preventative screenings, and participating in educational Lunch & Learn opportunities and Cigna coaching programs

Life Insurance & Accidental Death & Dismemberment (AD&D)

- Provided at no cost to the employee at two times their annual salary (up to \$300,000)
- Additional life insurance and dependent life insurance can be purchased at employee cost

Short-Term Disability Insurance

- Automatic enrollment at no cost to the employee – fully funded by the Clerk’s office
- Eligible after 1 year of employment
- Waiting period of 14 calendar days

Long-Term Disability Insurance

- Automatic enrollment at no cost to the employee – fully funded by the Clerk’s office
- Eligible after 1 year of employment
- Waiting period of 180 calendar days

Group Voluntary Benefits

- Optional insurance benefits – employee pays full cost
- Whole Life Insurance, Legal Services, Identity Theft, Pet Insurance, AFLAC

Flexible Spending Plans

- Health Care Flexible Spending Accounts (FSA) offered for medical expenses (maximum allowed \$2,700 pre-tax per calendar year)
- Dependent Care Flexible Spending Accounts offered for dependent care expenses (maximum allowed \$5,000 pre-tax per calendar year)
- Clerk-funded FSA for employees opting out of Clerk Health Insurance Plan (\$2,000 per calendar year)

Retirement – Florida Retirement System (FRS)

Choice of two plans:

1. Pension Plan - Defined Benefit Plan
 - Contribution by employee of 3% of salary (pre-tax)
 - Retirement benefit is based on years of service, income history, and employee class participation for a life-time benefit once vested
2. Investment Savings Plan - Defined Contribution Plan
 - Default plan
 - Contribution by employee of 3% of salary (pre-tax)
 - Retirement benefit is based on how much is contributed to employee’s account and the self-directed investment choices and earnings

Unbiased retirement planning regardless of plan enrollment



Deferred Compensation Plan & Financial Wellness

- Employees may contribute on a pre-tax basis through ICMA-RC
- IRA and Roth IRA are also available

Educational Time Off (ETO) & Achievement Award

- Employees provided with up to 2 hours a month of ETO to pursue eligible educational or professional certification opportunities
- Increase to annual salary at the time of educational/professional achievements

Paid Time Off (PTO)

- PTO is offered as an annual allotment per calendar year
- Pro-rated based on hire date; allotment increases with additional service
- Maximum carry over of 160 hours

Years of Completed Service as of January 1	Non Exempt Positions Days/Hours
Year 0 – 1	18/144
1 year	19/152
2 years	20/160
3 years	21/168
4 years	22/176
5 years	23/184
6 years	24/192
7 years	25/200
8 years	26/208
9 years	27/216

Paid Holidays

15 paid holidays per calendar year (unless Part-Time)

Events

Regular events held onsite and offsite

Free Parking

\$10 deposit at the downtown locations

Note: Benefits listed may change without notice. In addition, many of these benefits may not be available for temporary positions.