

**Santa Rosa County Government
Full-time Employee Benefits Summary**

BENEFITS	EMPLOYEE RECEIVES	ELIGIBILITY
Holidays	Employee receives 11 paid holidays as follows: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve and Christmas Day.	Immediately
Vacation Leave <i>for Employees hired prior to 4/24/2003</i>	0-4 years 96 hours 5-9 years 120 hours 10-14 years 144 hours 15-19 years 168 hours 20+ years 192 hours	As Accrued
Vacation Leave <i>for Employees hired after 4/24/2003</i>	0-10 years 96 hours 11 years 144 hours and thereafter	As Accrued
Sick Leave	Employee is eligible to receive 8 paid sick hours per month.	As Accrued
Health Insurance	Choice between three (3) health plan options.	1 st of month following 30 days of employment
Flexible Benefits	The County offers a Flexible Benefit Plan consisting of the following benefits: Health, Dental, Cancer, Short Term and Long Term disability.	Varies
Life Insurance	FREE policy for \$25,000.00	1 st of month following 30 days of employment
Supplemental Life Insurance	Employee may purchase additional life and accidental death insurance through lower group rates.	1 st of month following 30 days of employment
Tax-Free Spending Accounts	Tax-free spending accounts to help pay for health care and dependent care expenses.	1 st of month following 30 days of employment
Retirement	Retirement paid, 97% by the County and 3% by the employee, through the State of Florida Retirement System.	Depends on option chosen; Either 1 or 8 years to vest.

<i>Deferred Compensation</i>	Tax deferred savings plan available for retirement purposes. Employee pays full cost.	Immediately
<i>Social Security</i>	Social Security Retirement, Disability and Insurance Benefits.	Immediately
<i>Credit Union</i>	Banking services including checking, savings and loans available per credit union policy.	Immediately
<i>Jury Duty</i>	Paid leave for jury duty	Immediately
<i>Bereavement Leave</i>	Up to 3 days leave for death in immediate family.	Immediately
<i>Employee Assistance Program</i>	FREE confidential counseling and referral service for employees and their families. Three visits per year for each employee and immediate family members.	Immediately
<i>Uniforms</i>	FREE uniforms for those required to wear uniforms.	Immediately