

Additional Life Insurance is available, at members expense, up to four times annual salary without Evidence of Insurability at the time of employment. Dependent coverage also available.

Long-term Disability Insurance

County provides 50% of base monthly salary up to \$3,000/month after a 90-day waiting period. Option to increase to 66.67% of base salary up to \$5,000/month through a small payroll deduction.

Pre-tax Payroll Deduction

Under Section 125 of the IRS Code, certain payroll deductions for Medical and Dental premiums may be taken out prior to income being taxed.

Flexible Spending Account

Option to participate in Health Care and Dependent Care Spending Accounts that provide pre-tax savings.

Deferred Compensation

Under section 457 of the IRS tax code, option to participate in a deferred tax retirement savings plan to supplement your income at retirement.

Lifestyle Assistance Modification Program (LAMP)

LAMP counselors are available to assist employees and their families with personal issues including emotional, substance abuse, marital and financial. There is no cost for up to 5 visits.

Tuition Reimbursement

The County pays 80% of USF prevailing rates towards a degree course related to a County position. Reimbursement requires a grade of "C" (or "pass" in pass/fail courses).

Miscellaneous Benefits

Worker's Compensation, Credit Union Membership, Direct Deposit, Training/ Seminars, Premium Pay Differentials, Area Attraction Discounts.

Total New-hire Benefit Calculator

Your annual salary	\$	
Retirement:		
Salary x 9.85%	\$	
Social Security:		
Salary x 7.65%	\$	
Vacation:		
Hourly rate x 130	\$	
Sick Leave		
Hourly rate x 104	\$	
Holidays		
11 days x 8 then		
Hourly rate x 88	\$	
Health Insurance		
Employee Only	\$	6,156.72
Life Insurance		
\$20,000 minimum	\$	55.20
Long-term Disability		
Insurance	\$	79.20
AD+D	\$	9.60
TOTAL Compensation: A	\$	
Minus Annual Salary: B	\$	
TOTAL Employer Contribution	\$	

Manatee County Government is an Equal Opportunity Employer.

This brochure provides brief highlights of Manatee County's benefits. The plan documents for each benefit plan are considered "governing documents" and rule in any case of discrepancy. Receiving this information is not a guarantee of future or continued employment or benefits.

Manatee County
 Human Resources Department
 1112 Manatee Ave. W. Suite 863
 Bradenton, FL 34205
 941 748 4501 x3865
 941 749 3035 (fax)
www.mymanatee.org

Manatee County Human Resources Department

Employee Benefits at a Glance



- Manatee County Commission
- District 1
Larry Bustle
- District 2
Michael Gallen
- District 3
John Chappie
- District 4
Robin DiSabatino
- District 5
Donna Hayes
- At-Large
Carol Whitmore
- At-Large
Joe McClash



Retirement

Manatee County pays 100% contributions of retirement into the State of Florida Retirement System (FRS) for all employees in regular full-time and part-time positions. Employees may select either the Pension Plan option or the Investment Plan option.

Pension Plan

Benefits are payable after reaching retirement age of 62 and vesting with six years of service or completing 30 years of service regardless of age at retirement.

Investment Plan

Benefits are portable after vesting with one year of service. Upon leaving FRS employment — payment options include lump-sum payout, rollover into another qualified plan or IRA, fixed annuity or periodic distribution.

Upon retirement, employees are eligible to receive an insurance subsidy from FRS of \$5 monthly for each year of FRS service (maximum of \$150 monthly — 30 years.)

Vacation Leave

Years of Service	Vacation Hours/Year
5 years or less	130
6 — 10	156
11 years or more	182

- Maximum balance of 400 hours; excess hours at end of calendar year will be applied to sick leave.
- EMS shift work employees and part-time employees accrue vacation hours on a pro-rated basis.
- Employees who leave employment are paid their accrued vacation balances (maximum 400 hours).

Non-use of Sick Leave Vacation Award

Employees receive an additional eight hours of vacation for every six consecutive months of non-use of sick leave hours.

Paid Holidays

Employees receive the following 11 paid holidays each calendar year: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Thanksgiving Friday, Christmas Eve and Christmas Day. One or more personal day(s) each year may also be approved by the Board of County Commissioners.

Sick Leave

Personal Sick Leave

Sick leave hours are accrued at a rate of .05 hours for every hour worked up to 80 hours for regular employees, and 112 hours for EMS employees working a 24/48 schedule.

Family Sick Leave

Sick leave may be used to cover illness, injury or wellness checkups (i.e. annual physicals, dental check-ups, etc.) for an employee's "immediate" family up to a maximum of eighty (80) hours during a payroll calendar year.

Employees with a minimum of five (5) years continuous service, who leave County employment and qualify to receive payment of unused sick leave credits, may be paid a percentage of their existing sick leave balance up to a lifetime maximum of 500 hours. Payouts begin at 30% for five (5) years of service and increase at 2% increments, for each additional year, with a maximum of 50% for 15+ years of service.

Sick Leave Bank

The member may receive up to a lifetime maximum of one week's pay (based on average hours worked) for each year of service completed as of the date of their eligibility for Sick Leave Bank benefits.

Professional Leave

Employees are allowed to use sick, vacation or compensatory time to attend to personal medical-related appointments.

Bereavement Leave

Probationary and regular employees who have a death in their "immediate" families qualify for up to five (5) scheduled work days of leave not chargeable to any accrued leave balance (i.e. sick, vacation, etc.).

Military Leave

Employees who are commissioned reserve officers or reserve enlisted personnel in the United States military or naval service, or a member of the National Guard, are entitled to military leave for all days during which they are ordered to active duty or inactive duty for training.

Suggestion Awards Program

Employees may submit suggestions potentially qualifying them to receive:

Award	(\$)
Class "A"	400
Class "B"	250
Class "C"	100
Class "D"	50

Employee Recognition Program

Employees can be nominated for Employee of the Month (\$100 cash award), Employee of the Year (\$350 cash award), Heroism, Team and Safety Awards.

Dental Insurance

Option to buy group dental insurance with pre-tax dollars.

Health Insurance

Access to affordable health care; extensive preventive care at the worksite; child dental.

Employee Only - County pays 93% of premium (\$6,156.72 Annually) and 72% of the Family Coverage (\$7,845.60).

Life Insurance

County pays premiums for 1x base salary with a minimum of \$20,000, plus Accidental Death & Dismemberment. Double Indemnity at no cost.