

# CITY OF SEMINOLE

## 2018 Part-Time Employee Benefit Summary

At the City of Seminole, we recognize that your employee benefits are an important part of your total compensation package. We value our employees, and our competitive benefit packages show our commitment to attracting and retaining the very best talent. This summary is designed to give you a quick overview of our benefits package.



- **FRS Pension or Investment Plan**
- **Deferred Compensation Plans**
- **Vacation Leave**
- **Sick Leave**
- **Paid Holidays**
- **Longevity Bonus**
- **Use of Seminole Recreation Center**



### CITY OF SEMINOLE

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### 2018 Part-Time Employee Benefit Summary

The following benefits are available to all regular part-time employees, following the applicable eligibility period:

- **FRS Pension Plan:** The City enrolls regular (non-Firefighter) employees in the Florida Retirement System. The plan offers two options: a defined benefit plan, or an investment plan (similar to a 401k plan). Employees are required to contribute 3% of their salary to their pension.
- **Deferred Compensation Plans:** Employees also have the option to contribute to a 457 deferred compensation plan through Nationwide or ICMA Corporation.
- **Vacation Leave:** Employees accrue vacation leave based on their years of service. New employees accrue two work weeks per year.
- **Sick Leave:** Employees accrue one day of sick leave each month to be used for illness or injury, up to a maximum of 300 hours.
- **Paid Holidays:** The City observes twelve holidays (which includes two floating holidays).
- **Longevity Bonus:** Employees are eligible to receive \$200 - \$1000 annually based on years of service. Employees are eligible for longevity bonuses after completing 5 years of service.
- **Use of Seminole Recreation Center** (with free ID card)

This guide provides a summary of plan highlights. Please consult the carriers contract for complete information on coverage. This is not a binding contract. The carrier's contract will prevail.



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