

Health Insurance

Blue Cross of Florida-PPO high and low options

Employee Only

- High-\$70.80/month
- Low-\$65.00/month

Employee pays the following for additional coverage:

- High-Spouse-\$397.01/month; Child(ren)- \$370.91; Family-\$468.44
- Low-Spouse- \$385.00/month; Child(ren)-\$360.00; Family-\$450.00

Dental Insurance: Reliance

GCMK pays 100% of employee premium

Employee pays the following for dependent/spouse coverage:

- Employee + spouse-\$25.12/month
- Employee & child(ren)-\$38.51/month
- Family-\$63.63/month

AFLAC Ancillary Benefits

Accident Care (Now available with new disability rider)

Cancer and Specified Disease protection

Disability Plans (Accident and sickness)

"Medical Bridge" (Hospital, treatment income)

Critical Illness

Section 125 Plan

Health Insurance premiums, non-reimbursed medical expenses and day-care expenses paid for in pre-tax dollars, reducing the amount of taxes taken out of your check, possibly increasing your take-home pay

Life Insurance: Reliance

Employer-paid life insurance policy on employee (currently \$15,000). Option to purchase additional insurance for self, spouse, children.

Retirement/Investment

401(k) - Employer Match

- Eligible to participate after 90 days of employment at the next open enrollment date (1/1, 4/1, 7/1, &10/1)
- Must work a minimum of 501 hours during plan year to be eligible for employer match
- Employee contribution up to 15% of annual salary
- Employer match of 25% of employees contribution up to 1% of employees' base annual salary (discretionary)
- 100% vesting after 6 years of employment

Money Purchase Plan – Employer contribution of 5% of base salary at the end of plan year (6/30)

- Must work a minimum of 1000 hours per year
- 100% vesting after 7 years of employment
- Eligible to participate after one year of employment and the next enrollment date (1/1 or 7/1)

Holidays:

9 "traditional" holidays, plus 2 "floating" holidays annually

Vacation:

2 weeks/year in the first year; 3 weeks after 3 years; 4 weeks after 5 years; 5 weeks after 10 years; accrued balance paid upon termination of employment

Direct Deposit:

No more waiting in long lines at the bank! Your check can be deposited to any bank or financial institution of your choice. All you need to do is bring a voided check to payroll and complete a form available at the human resources office.

Other benefits:

- Sick leave accrual (8 hours per month) – (eligible- beginning the first of the month after the date of hire)
- Bereavement leave
- Professional development funds
- Employee Assistance Program
- Employee wellness program