

CITY OF WINTER PARK BENEFIT SUMMARY

- General employees 401 Defined Contribution Pension Plan (vested after 5 years of service)
Employee contribution – mandatory 3%
City Contribution: 7%
- Police and Fire employees: separate defined benefit retirement plan
- 457 Deferred Compensation Plan available to all employees.
- Roth IRA available for employee and spouse

- Educational assistance program after one year of employment
- Credit Union membership
- Direct Deposit
- Employee Assistance Program
- Conversion of Long Term Medical to Personal Time Off for non-use of unscheduled personal leave, long term medical

- Paid Holidays: 8 ½ days per year plus one floating holiday
- Personal Time Off, Long Term Medical for general and Police employees
- Kelly Days for Fire union members
- Flexible spending account
- Bereavement Leave: 5 days for family members as defined in the Personnel Policy Manual
- Compassionate Leave: voluntary participation for qualifying employees

- Insurances paid by the city for employees:
Life Insurance at 1 x annual salary; Accidental Death at 2 x annual salary
Long Term Disability
Additional Accidental Death & Dismemberment

- Group medical and dental insurance:
Fiscal Year 2011 Employee Bi-Weekly Premiums (for employees hired after 10/1/08):

| | <u>Medical OAS</u> | <u>Medical PPO</u> | <u>Dental</u> |
|--------------|--------------------|--------------------|---------------|
| Single | 19.21 | 39.63 | 8.00 |
| Employee + 1 | 179.76 | 219.81 | |
| Family | 300.27 | 387.69 | 21.00 |

This represents an overview of benefits available to City of Winter Park employees and is not all inclusive. Benefits are subject to the provisions set forth in the Personnel Policy Manual and are subject to change.

Firefighters Local 1598 IAFF and Police Officers Local 385 Teamsters union contracts supersede and override any conflicts with Personnel Policy Manual.

Direct any questions and/or comments to Human Resources.