



CITY OF BRADENTON

EMPLOYEE BENEFITS

Following is a summary of Benefit Programs for which City of Bradenton employees may be entitled. These have been grouped to help you better review the benefits offered.

INSURANCE BENEFITS

Group Health Insurance

All full-time City employees are eligible to enroll in one of the City's Group Health Insurance Plans. This is a cost-sharing program between employee and the City. Changes to health insurance coverages can be made during the annual Open Enrollment Period or following a qualifying life event, such as a marriage or birth of a child.

Dental/Vision Insurance

All full-time City employees are eligible to enroll in one of the voluntary Dental/Vision Insurance Plans contracted by the City. Changes to Dental/Vision insurance coverages can be made during the annual Open Enrollment Period or following a qualifying life event, such as a marriage or birth of a child.

Group Term Life Insurance

Group Term Life Insurance, plus Accidental Death & Dismemberment coverage, is provided by the City for all employees to an amount equal to one (1) times the employee's annual salary. This coverage is at no cost to the employee.

Voluntary Term Life Insurance

In addition to the Group Insurance above, voluntary Term Life insurance is available for purchase by all full-time employees. This plan also includes the option to purchase coverage for spouses and dependent children.

Long-Term Disability

Long-term disability coverage is provided at no charge to all full-time employees at the equivalent of fifty percent (50%) of the employee's before-tax monthly earnings.

COBRA

This benefit is available for employees to purchase if they should leave employment with the City. Under this program, employees may elect to purchase Health Insurance for up to eighteen (18) months. At the time of separation from service, employees will receive more detailed information about this benefit.

WORK & LIFE BENEFITS

Flexible Spending Accounts

The City of Bradenton offers employees the option of enrolling in Flexible Spending Accounts. This program allows employees the ability to have money withheld from their pay check on a pre-tax basis to pay for dependent care expenses and/or unreimbursed medical/dental expenses.

Paid Vacation and Sick Leave

Paid vacation and sick leaves begin accruing at the time of hire and are available for use following the new employee's Introductory Period.

Vacation Bonus Days

City Employees' vacation accounts are credited with one (1) bonus day (8 hours) for each five (5) years of uninterrupted service.

Paid Holidays

The City offers generous Holiday benefits, granting eleven paid holidays, plus employee birthday, to all full- and part-time employees working 20 hours or more.

Vacation Leave Donation Program

In the event a City employee exhausts all time in their sick leave account, donations of accrued vacation leave may be received from other employees in order for the receiving employee to maintain their paid leave and continuation of benefits.

Sick Leave Award Program

All full-time City employees who have worked longer than one (1) calendar year are eligible to transfer a portion of their unused sick leave accrued during the calendar year to annual vacation leave, or leave those hours to accrue on their sick leave balance.

Leave of Absence

There are a number of Leave Programs such as FMLA, Workers' Comp, Bereavement, Administrative and Military Leave, that may be available to employees in specific situations. Some are dependent on collective bargaining agreements, some on specific life events and, depending on the circumstances, may be paid or unpaid.

Educational Assistance

The City of Bradenton believes that formal education has a positive impact on an employee's contribution to the city. The City supports self-development and educational efforts by providing reimbursements for full-time employees having completed one year of service. Items that may be covered include tuition associated with approved institutions of higher learning, and licenses and certifications related to the employee's current position or that could lead to promotional opportunities.

Internship Opportunities

The City of Bradenton offers paid and unpaid internships to highly motivated and qualified students who are interested in gaining first-hand experience, receiving valuable on-the-job training and learning about City Government.

Legal Shield

City employees and their spouses may purchase affordable access and unlimited consultation with experienced attorneys, for advice and/or assistance on everything from home, financial and family matters, auto, estate and will issues, and identity theft.

Employee Assistance Program

The City contracts with Centerstone (formerly Manatee Glens) for an Employee Assistance Program (EAP) that offers each employee up to six free, confidential sessions focusing on the wellness of the employee and/or their immediate family members. EAP staff provides a wide range of services including assessment, referral, supervisory and management consultations, brief treatment, case management, advocacy and crisis intervention. They can also assist in the prevention, recognition, and treatment of drug and alcohol dependence.

SAVINGS & INVESTMENT BENEFITS

Retirement Planning

The City of Bradenton offers benefit programs to assist all employees in saving for their retirement. General employees are covered under the Florida Retirement System (FRS), while police and fire employees each have their own, city-sponsored pension plans.

Florida Retirement System

The Florida Retirement System offers two (2) plans: the FRS Investment Plan and the FRS Defined Benefit Plan. City of Bradenton full-time and part-time employees contribute to the Florida Retirement System. For more information on the FRS, visit www.myfrs.com

Deferred Compensation Plans (IRS 457)

Voluntary retirement Defined Contribution accounts are available to City of Bradenton employees. These plans are governed under Section 457(b) of the Internal Revenue Code. Employees may choose to contribute pre-tax money into an annuity or an account set up for them by the 457(b) plan, and invest that money so it can grow tax-deferred. Employees can choose to contribute any amount, from ten dollars (\$10) per pay period up to the IRS legal limit.

Direct Deposit

The City of Bradenton deposits employee paychecks into checking and/or savings accounts at each employee's chosen financial institution(s). Employees are paid on a bi-weekly basis.

BENEFITS SPOTLIGHT EMPLOYEE WELLNESS

- Certain cell phone providers offer discounts on accounts for City employees. Generally, proof of employment is all that is required to receive this discount.
- The City's health insurance administrator, Florida Blue, offers weight loss, fitness, smoking cessation and other health-related programs.
- Annual flu shots are provided, on-site, for all City employees.
- The City's Annual Health Fair provides personal health assistance on past and current health conditions, allergies, Lifestyle Improvement Programs, nutrition, bone density testing, biometrics screening, exercise, smoking, stress management and more.

For questions regarding employment opportunities and/or the City's hiring practices, please contact:

Human Resources Department
101 Old Main St.
Bradenton, FL 34205
phone (941) 932-9457
fax (941) 932-9546

Office Hours: Monday-Thursday 7:30am-6:00pm
or visit our website:

www.cityofbradenton.com

*The City of Bradenton is an EOE/M/F/VET
PREF/ADA-DRUG-FREE WORKPLACE*

