



# Benefits Summary

Benefit	Summary of Benefit	Contact Information																					
Florida Retirement System (FRS)	County contributes into FRS for all full-time and part-time employees: <ul style="list-style-type: none"> <li>- 8.47% for full-time and part-time employees</li> <li>- 25.48% for Special Risk Employees</li> <li>- 25.41% for Senior Management</li> <li>- 48.82% for Elected officials</li> </ul>	Human Resources: 850-689-5870 Division of Retirement 1-866-446-9377																					
Leave	Annual Leave, Sick Leave and 10 Paid Holidays	Human Resources: 850-689-5870																					
Deferred Compensation	Deferred Compensation Savings is offered to all full-time employees through payroll deduction. <table border="1" data-bbox="506 695 1499 760" style="margin-top: 10px;"> <tr> <td>Valic</td> <td>Phil McWhorter</td> <td>850-297-0780</td> </tr> <tr> <td>Nationwide</td> <td>Chris Whitlock</td> <td>850-512-0085</td> </tr> </table>	Valic	Phil McWhorter	850-297-0780	Nationwide	Chris Whitlock	850-512-0085	Human Resources: 850-689-5870															
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Credit Union	Full-time employees offered free membership to Central Credit Union of Florida and Eglin Federal Credit Union. Employee may participate through payroll deduction.	Human Resources: 850-689-5870																					
Employee Assistance Program (EAP)	Full-time employees may use the EAP after completion of 6 month Probationary period. Four counseling sessions will be provided by the EAP provider at no cost to employee/spouse or dependent.	Human Resources: 850-689-5870  <u>Pattison Professional Counseling &amp; Mediation Center</u>  850-682-1234 (Crestview) 850-863-2873 (Fort Walton Beach)																					
Educational Reimbursement Program	Reimbursement of tuition and books for all full-time employees after one year of employment. (Department Head approval required)	Human Resources: 850-689-5870																					
Additional Insurance Companies	May purchase insurance through any of the following companies by payroll Deduction: <table border="1" data-bbox="506 1219 1499 1453" style="margin-top: 10px;"> <tr> <td>AFLAC</td> <td>Leo Tisa</td> <td>850-678-2458</td> </tr> <tr> <td>AFLAC</td> <td>Mark Tooke</td> <td>850-864-8837</td> </tr> <tr> <td>Allstate</td> <td>Virginia Lind</td> <td>850-862-5511</td> </tr> <tr> <td>American General</td> <td>Angela Byers</td> <td>850-474-0023</td> </tr> <tr> <td>Colonial</td> <td>Margie Black</td> <td>205-695-3880</td> </tr> <tr> <td>Liberty National</td> <td>Jason Perry</td> <td>850-516-2573</td> </tr> <tr> <td>Midland National</td> <td>David Campbell</td> <td>850-865-2463</td> </tr> </table>	AFLAC	Leo Tisa	850-678-2458	AFLAC	Mark Tooke	850-864-8837	Allstate	Virginia Lind	850-862-5511	American General	Angela Byers	850-474-0023	Colonial	Margie Black	205-695-3880	Liberty National	Jason Perry	850-516-2573	Midland National	David Campbell	850-865-2463	Risk Management 850-689-5977
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Benefit	Provider	BCC and Employee Cost			Benefit Summary	Contact Information
Health Insurance	Blue Cross / Blue Shield of Florida	<b>Plan (\$1500 annual contribution)</b>		<b>HSA Base</b>	Hospitalization Physician services Discount Programs	Risk Management 850-689-5977  <u>BCBS(Claims/Benefits)</u> PPO 1-800-322-2808
		Employee	\$774.15/month	Paid by BCC		
		Family	\$407.46/month	Paid by Employee		
		<b>Plan</b>		<b>5781 Base Buy Up</b>		
		Employee	\$903.15/ month	Paid by BCC		
		Employee	\$66.53/ month	Paid by Employee		
		Family	\$678.45/ month	Paid by Employee		
<b>Plan</b>		<b>5770 Buy up</b>				
Employee	\$903.15/month	Paid by BCC				
Employee	\$298.73 /month	Paid by Employee				
Family	\$931.30/month	Paid by Employee				
Tricare Supplement	Assoc. & Society Ins. Corp. ASI	Single	\$67.50/month	Paid by Employee	Retired military employees or their dependents are eligible. Retiree must waive out of BCBS.	Risk Management 850-689-5977 ASI 1-800-638-2610
		Employee + One	\$132.50/month	Paid by Employee		
		Family	\$178.50/month	Paid by Employee		
Life Insurance	OCHS	\$25,000 Basic Life/AD&D	\$2.00 / month	Paid by BCC	The BCC provides \$25,000 of basic life and accidental death and dismemberment (AD&D) insurance for regular full time employees.	Risk Management 850-689-5977  <u>OCHS</u> 1-800-392-7295
		Optional Life Employee/Spouse	Age Banded	Paid by Employee		
		Optional Employee AD&D	.02/\$100	Paid by Employee		
		Child life	\$0.10/\$1,000	Paid by Employee		
Long Term Disability (LTD)	OCHS	Basic LTD Coverage	\$3.80	Paid by BCC	BCC provides LTD insurance for all full-time employees. After 6 month waiting period employee receives 50% of their salary up to five years. Employees may choose to purchase an additional 10% of coverage.	Risk Management 850-689-5977 <u>OCHS</u> 1-800-392-7295
		Optional 10% buy-up	\$6.99/month	Paid By Employee		
Dental Insurance	MetLife	Single Coverage:	\$30.63 /month	Paid by BCC	Free Cleanings twice yearly \$50/150 Deductible \$1,200 yearly max/ per person \$1,000 orthodontia life time max	Risk Management 850-689-5977 <u>MetLife</u> 1-800-538-6388
		Family Coverage:	\$58.23/ month	Paid by Employee		
Section 125 Plan	Lockard & Williams	Debit Card	\$1.00/month	Paid by BCC	Allows employees to pre-tax certain insurance costs; unreimbursed medical; and dependent care expenses. <a href="http://Myflexonline.com">Myflexonline.com</a>	Risk Mgt. <u>Kenny Anderson</u> 850-516-7043
		Administration	\$4.50/ month	Paid by BCC		
Vision Insurance	EyeMed	Employee Only	\$6.00	Paid by Employee	\$40 exam yearly \$30 standard lenses yearly \$120 toward frames every 24 months \$120 toward contacts Lasik and Progressive Lens discounts	<u>EyeMed</u> 1-866-289-0614
		Employee + Spouse	\$12.93	Paid by Employee		
		Employee + Children	\$10.43	Paid by Employee		
		Family	\$17.35	Paid by Employee		