



## BENEFIT SUMMARY

**SALARY:** Salary is paid bi-weekly through mandatory direct deposit. Based on funding availability and approval, full-time employees may receive pay increases.

**REWARDS & RECOGNITION:** Employee contributions may be recognized through a variety of rewards programs including On the Spot awards, Employee of the Month awards, Employee Award of Excellence, Mayor's Leadership Award, Mayor's Outstanding Management Award and annual Service Awards.

**MEDICAL, DENTAL, VISION, LIFE INSURANCE:** Single or family group health, dental and vision insurance are available to full-time employees. The City provides \$10,000 life insurance at no charge. Employees may purchase additional life insurance for self and dependents at their expense.

**RETIREMENT:** Based on eligibility and position, employees may participate in the Florida Retirement System defined pension plan, Fire Pension Plan and/or a voluntary Deferred Compensation Plan.

**HOLIDAYS:** City employees observe the following paid national holidays – New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, July 4<sup>th</sup>, Labor Day, Veteran's Day, Thanksgiving Day and the Day After and Christmas Day and the Day after.

**LEAVE:** All employees accrue Personal Time Off (PTO). Accrual rates vary by position. Unless otherwise noted, general employees (non-police and fire) accrue 16 hours per month. Employees also enjoy two personal holidays per calendar year, a day off for each five-year anniversary and a leave-sharing program.

**HEALTHCARE & DEPENDENT CARE REIMBURSEMENT ACCOUNTS:** Employees may participate in healthcare and/or dependent care flexible spending accounts to eliminate federal tax on eligible expenses.

**EMPLOYEE HEALTH:** City employees have access to the City Nurse for minor illnesses and injuries. The City also offers an on-site Fitness Center at City Hall, the main Police and Fire Department locations.

**EMPLOYEE ASSISTANCE PROGRAM (EAP):** An EAP is available for all employees and their dependents to see a licensed mental health professional for assistance with problems of a personal nature.

**CREDIT UNION:** My Pensacola Credit Union offers membership to employees for all banking purposes. The Credit Union offers an on-site ATM machine at the City Hall building.

**CELL PHONE DISCOUNTS:** Verizon Wireless offers discounted rates to City of Pensacola employees (approximately 19% off). Contact any local Verizon Wireless location for details.

**DELL MEMBER DISCOUNTS:** Dell offers a member purchase program for City employees and their families.