



Indian River County
Board of County Commissioners

SUMMARY OF BENEFITS

Holidays

The County observes ten holidays per year: New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, and two days at Christmas. An additional personal day, to be scheduled in accordance with department vacation policy, is also available, and must be taken within each fiscal year. This benefit is available to all full-time employees as well as part-time employees who were hired before June 22, 2001.

Vacation Leave

All full-time employees initially accrue a minimum of ten vacation days per year.

Sick Leave

All full-time employees accrue one day of sick leave per month.

Retirement Plan

The County is a member of the Florida Retirement System (FRS) and pays a percentage of employees' salaries to FRS. Employees do not contribute to the system and have a choice of participating in one of two plans: the pension plan or the investment plan. New employees will receive a Retirement Choice Kit in approximately 60 days after their hire date.

Health Insurance

The County's current health insurance provider is Blue Cross Blue Shield of Florida. The County provides group health insurance to its employees at no cost. Employees who elect to have dependent health coverage will be required to pay a portion of the cost.

Dental Insurance

Employees may obtain dental insurance through the County at the employee's expense.

Flexible Spending Account

Employees may set aside a portion of their earnings for group insurance premiums (health and dental), out-of-pocket medical expenses, and dependent daycare expenses. Money deducted from an employee's pay into a Flexible Spending Account is not subject to payroll taxes.

Life Insurance

The County provides basic life insurance to its employees at no cost. The amount of basic life insurance is based on the employee's annual salary rounded to the highest thousand. Employees may purchase additional life insurance for themselves, their spouse, and/or their children.

Voluntary Long-term Disability Insurance

Employees may obtain voluntary long-term disability insurance through the County at the employee's expense.

Accident / Cancer / Short-term Disability Insurance

Employees may obtain accident, cancer, and short-term disability insurance through the County at the employee's expense.

Deferred Compensation

The County offers two 457 deferred compensation plans. Deferred compensation provides a means for employees to save for retirement and to shelter a portion of their salary from income taxes.

Roth IRA

The County offers a Roth IRA. A Roth IRA is an additional financial tool that can be used by employees to save for retirement.

The above-listed benefits will be explained to you in further detail during the new employee insurance briefing with Ann Rankin, Benefits/Payroll Administrator, and at new employee orientation with Colleen Peterson, Human Resources Administrator.