



Okaloosa County

The Benefits of a Rewarding Career

Okaloosa County offers competitive salaries for all team members and a comprehensive benefits package for eligible full-time employees. We encourage team members to choose benefit options that will fulfill the needs of their household and support a healthy work/life balance.

RETIREMENT & TAX-ADVANTAGED PLANS



- Florida Retirement Plan (FRS)
- Tax-free Flexible Spending Accounts
- Deferred Compensation Plans

PAID TIME OFF



- Generous PTO (Paid Time Off) Policy
- Eleven Paid Holidays

HEALTH PLANS



- Free Employee Health and Dental Insurance*
- HSA & PPO Health Plan Options for Employees and Families
- Generous \$1500 annual HSA Contribution from County
- Options for Vision & Tricare Supplemental

*Free for employees, additional cost for family plans.

LIFESTYLE



- Employee Assistance Program (EAP)
- Educational Reimbursement
- Free Credit Union Memberships
- Earn Extra Cash Through Employee Wellness

LIFE INSURANCE



- \$25,000 Employer-paid Basic Life and AD&D Insurance
- Optional Spouse and Child Life Available

OTHER BENEFITS



- Free Long Term Disability Insurance
- Formal Recognition Programs
- Workplace Security

Visit governmentjobs.com/careers/okaloosa to learn more about Okaloosa County career opportunities or scan here to apply now.





Benefits Summary FY 2024 - 2025

Benefit	Summary of Benefit			Contact Information
Florida Retirement System (FRS)	County contributes into FRS for all full-time and part-time employees: - 13.63% for Full-time and Part-time employees - 32.79% for Special Risk Employees - 34.52% for Senior Management - 58.68% for Elected officials			Human Resources: 850-689-5870 Division of Retirement: 1-866-466-9377
Leave	Annual Leave, Sick Leave and 11 Paid Holidays			Human Resources: 850-689-5870
Deferred Compensation	Deferred Compensation Savings is offered to all full-time employees through Payroll deductions.			Human Resources: 850-689-5870
	Corebridge/Valic	Dexter Leger	580-384-1168	
	Nationwide	Gene Weaver	888-401-5272	
Credit Union	Full-time employees offered free membership to Central Credit Union of Florida and Eglin Federal Credit Union. Employees may participate through payroll deduction.			Human Resources: 850-689-5870
Employee Assistance Program (EAP)	Full-time employees may use the EAP. Three counseling sessions will be provided per year by the EAP provider at no cost to employee/spouse or dependent.			Pattison Professional Counseling & Mediation Center
				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. (See HR Policy for details. Director/County Administrator approval required).			Human Resources: 850-689-5870
Additional Insurance Companies	May purchase insurance through any of the following companies by payroll Deduction:			Benefits Coordinator: 850-689-5980
	AFLAC	Leo Tisa	850-678-2458	
		Anna Thompson	919-649-8171	
	Globe Life/Liberty	Alex Pinney	334-347-4544	
	Midland National	David Campbell	850-865-2463	
	Washington Mutual	Matthew Ankrom	727-244-0485	

Benefit	Provider	BCC and Employee Cost		Summary of Benefit		Contact Information
Health Insurance	Florida Blue	Plan (\$1500 annual contribution)		HSA Base		
		Employee	\$840.15/ month	Paid by BCC	Hospitalization	Benefits Coordinator 850-689-5980
		Family	\$366.26/ month	Paid by Employee	Physician services	
		Plan		5781 Base Buy Up	Discount Programs	Customer Service 1-800-352-2583
		Employee	\$1045.59/ month	Paid by BCC		
		Employee	\$78.95/ month	Paid by Employee		
		Family	\$670.84/ month	Paid by Employee		
		Plan		5770 Buy Up		
		Employee	\$1045.59/ month	Paid by BCC		
		Employee	\$258.76/ month	Paid by Employee		
		Family	\$945.26/ 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 Health Coverage	Benefits Coordinator 850-689-5980 ASI 1-800-638-2610
		Employee + One Family	\$132.50/ month \$178.50/ month	Paid by Employee Paid by Employee		
Life Insurance	OCHS	\$25,000 Basic Life/ AD&D	\$1.75/ 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.	Benefits Coordinator 850-689-5980
		Optional Life Employee/Spouse	Age Banded	Paid by Employee		
		Child Life	\$0.09/\$1,000	Paid by Employee	The 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.	<u>OCHS</u> 1-800-392-7295
		Basic LTD	\$3.53	Paid by BCC		
Long Term Disability (LTD)		Optional 10% buy-up	\$6.50/ month	Paid by Employee		
Dental Insurance	MetLife	Single Coverage	\$27.27/ month	Paid by BCC	Free cleanings 4 times yearly	Benefits Coordinator 850-689-5980 MetLife 800-942-0854
		Family Coverage	\$51.86/month	Paid by Employee	\$50/\$150 Deductible \$1,500 yearly max/ per person	
HSA	HSA	Bank Account	\$1,500 annual	Paid by BCC	The BCC deposits \$1,500 annually into an account for each employee - may be prorated depending on hire date (\$125 per month equivalent).	HSA Bank 1-800-357-6246 www.HSABank.com
		Debit Card	\$4.50/ month	Paid by BCC		
Section 125 Plan	90 Degree Benefits	Debit Card	\$1.00/ month	Paid by BCC	Allows employees to pre-tax certain insurance costs; unreimbursed medical; and dependent care expenses. 90degreebenefits.com/mississippi.php	90 Degree Benefits Christie Martin 800-530-7222
		Administration	\$4.50/ month	Paid by BCC		
Vision Insurance	Eye Med	Employee Only	\$5.40	Paid by Employee	\$40 exam yearly	<u>Eye Med</u> 1-866-804-0982
		Employee + Spouse	\$11.64	Paid by Employee	\$30 standard lenses yearly	
		Employee + Children	\$9.39	Paid by Employee	\$120 toward frames every 24 months	
		Family	\$15.62	Paid by Employee	\$120 toward contacts Lasik and Progressive Lens discounts	