



## Benefits Summary FY 2022 - 2023

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>- 11.91% for full-time and part-time employees</li> <li>- 27.83% for Special Risk Employees</li> <li>- 31.57% for Senior Management</li> <li>- 57.00% for Elected officials</li> </ul>			Human Resources: 850-689-5870 Division of Retirement: 1-866-466-9377
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 deductions.			Human Resources: 850-689-5870
	Valic	Phil McWhorter	850-297-0780	
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
	Nationwide	Gene Weaver	888-401-5272	
Employee Assistance Program (EAP)	Full-time employees may use the EAP. Three counseling sessions will be provided 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. Direct/County Administrator approval required).			Human Resources: 850-689-5870
Additional Insurance Companies	May purchase insurance through any of the following companies by payroll Deduction:			Risk Management: 850-689-5977
	AFLAC	Leo Tisa	850-678-2458	
	American General	Angela Byers	850-474-0023	
	Colonial	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	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	\$840.15/ month	Paid by BCC		
		Family	\$366.26/ month	Paid by Employee		
		<b>Plan</b>		<b>5781 Base Buy Up</b>		
		Employee	\$1045.59/ month	Paid by BCC		
		Employee	\$78.95/ month	Paid by Employee		
		Family	\$670.84/ month	Paid by Employee		
		<b>Plan</b>		<b>5770 Buy Up</b>		
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 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	\$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.	Risk Management 1-850-689-5977
		Optional Life Employee/Spouse	Age Banded	Paid by Employee		
		Child Life	\$0.09/\$1,000	Paid by Employee		
Long Term Disability (LTD)		Basic LTD	\$3.53	Paid by BCC	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
		Optional 10% buy-up	\$6.50/ month	Paid by Employee		
Dental Insurance	MetLife	Single Coverage	\$25.49/ month	Paid by BCC	Free cleanings 4 times yearly \$50/\$150 Deductible \$1,500 yearly max/ per person	Risk Management 850-689-5977 MetLife
		Family Coverage	\$48.46/ month	Paid by Employee		
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 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. <a href="http://90degreebenefits.com/mississippi.php">90degreebenefits.com/mississippi.php</a>	90 Degree Benefits <u>Rachael Burgess</u> 800-530-7222
		Administration	\$4.50/ month	Paid by BCC		
Vision Insurance	Eye Med	Employee Only	\$5.40	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>Eye Med</u> 1-866-289-0614
		Employee + Spouse	\$11.64	Paid by Employee		
		Employee + Children	\$9.39	Paid by Employee		
		Family	\$15.62	Paid by Employee		