



CITY OF LAKE ALFRED

EMPLOYEE BENEFITS AT A GLANCE

For more information, please contact Human Resources 863-837-5241

A dynamic community well positioned for the future.

HIGHLIGHTS



2 WEEKS
VACATION
ANNUALLY



12 DAYS
SICK LEAVE
ANNUALLY



12+ PAID
HOLIDAYS
ANNUALLY



EMPLOYEE
RECOGNITION
PROGRAM



TUITION
REIMBURSEMENT
PROGRAM



BUSINESS
CASUAL
DRESS CODE

RETIREMENT—GENERAL EMPLOYEES

401(a) DEFINED CONTRIBUTION

- 10% City Contribution
- 5% Max Match of Employee 457(b) Contributions
- Eligible: Regular Full & Part Time Employees
- 5 Year Vesting Schedule
- Begins on the first day of the month after date of hire

457(b) DEFERRED COMPENSATION PLAN

- No minimum, start saving where you can.
- Contributions are optional.
- City match up to 5% of your contributions.
- Subject to IRS max contributions.
- 100% vesting from day one.

RETIREMENT— PUBLIC SAFETY PENSION

POLICE OFFICERS' & FIREFIGHTERS' RETIREMENT

- 10-year vesting schedule
- 5% employee contribution
- City and State contributions as required

INSURANCE

STARTS THE 1ST OF THE MONTH AFTER HIRE DATE

MEDICAL

100% employee premiums paid by the City
 50% child(ren) premium paid by the City
 \$10 office visit, \$20 specialist visit
 \$0 virtual office visit
 \$1,000 / \$2,000 Deductible w/ City HRA
 \$6,600 / \$13,200 out of pocket max per year
 Prescription drug plan included

DENTAL

100% employee premiums paid by the City
 \$50 annual deductible
 100% paid diagnostics & preventatives
 100% paid basic services: extractions, fillings and root canal therapy

VISION

100% employee premiums paid by the City
 \$10 co-pay
 \$25 towards lenses OR
 \$130 towards contacts
 \$130 + 20% off balance of frames every 24 months

LIFE INSURANCE

\$50,000 City-paid basic life insurance policy.
 Supplemental life, spouse life and child life insurance available.