

TOWN OF JUPITER ISLAND

Public Safety Officers'

Full Time Benefit Package

Effective: 10/01/2023-09/30/2024

In addition to providing a competitive salary, the Town of Jupiter Island offers a comprehensive benefits package. In most cases, coverage begins the first of the month after 60 days of employment with the Town.

Comprehensive Benefits

Annual Paid Holidays

12 paid holidays

Annual Paid Vacation (Earned on a pro-rated basis)

Public Safety Officers accumulate at a rate on 105% of the rate of accumulation of the Town's non-sworn personnel.

2 weeks - 84 hours

3 weeks - 126 hours (after 5 years of continuous employment)

4 weeks - 168 hours (after 10 years of continuous employment)

Annual Paid Sick (Earned on a pro-rated basis)

Public Safety Officers accumulate at a rate on 105% of the rate of accumulation of the Town's non-sworn personnel.

12 days - 100.8 hours

Annual Personal Leave

3 days (24 hours)

Paid Life Insurance (no cost to employee)

Paid Accidental Death & Dismemberment Insurance (no cost to employee)

Short Term Disability (no cost to employee)

Long Term Disability (no cost to employee)

Employee Assistance (no cost to employee)

Dental Insurance (no cost to employee)

Payroll Direct Deposit

Tuition Reimbursement (up to \$2,500/year)

Elected Benefits

Employees will be given \$152.08 per month by the Town to offset the cost of elected benefits. Any amount over the \$152.08 will be taken out to the employee's paycheck. Any amount under the \$152.08 may be directed to a Flexible Spending Account to a maximum contribution of \$500.00.

Health/Vision/Dental Insurance

Employees are provided health and dental insurance options and may choose whichever package they prefer. Coverage begins the first of the month after 60 days of employment.

Medical/Health + GAP Insurance

Florida Blue Cross/Blue Shield 05770 Plan	
Plan	Cost/month
Employee	\$115.46
Employee/Spouse	\$263.24
Employee/Child	\$230.91
Employee Family	\$369.46

Dental/Vision

The Standard Dental		The Standard Vision	
Plan	Cost/month	Plan	Cost/month
Employee	\$00.00	Employee	\$ 5.68
Employee + One	\$31.37	Employee/Spouse	\$11.30
Employee + Two or more	\$78.83	Employee/Child	\$10.39
		Employee Family	\$16.01

Flexible Spending Account

Supplemental Life Insurance

AFLAC – Cancer Plan

AFLAC – Accident Plan

AFLAC – Hospital Plan

AFLAC – Critical Care & Recovery Plan

Retirement Plans (3-year vesting)

401(a) Defined Contribution Retirement Plan

The Town contributes 10% of the employee's base salary to a 401 (a) Retirement Plan. If an employee participates in the 457 Deferred Compensation Plan, the Town will match the employee's contributions up to 5% of the employee's base pay.

457 Deferred Compensation – Employee Voluntary Pre-Tax Retirement Savings Plan

Employees are encouraged to contribute to the 457 Deferred Compensation Plan through pre-tax contributions.