



## 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: <ul style="list-style-type: none"> <li>- 13.63% for Full-time and Part-time employees</li> <li>- 32.79% for Special Risk Employees</li> <li>- 34.52% for Senior Management</li> <li>- 58.68% for Elected officials</li> </ul>			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. <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">Corebridge/Valic</td> <td style="width: 33%;">Dexter Leger</td> <td style="width: 33%;">580-384-1168</td> </tr> <tr> <td>Nationwide</td> <td>Gene Weaver</td> <td>888-401-5272</td> </tr> </table>			Corebridge/Valic	Dexter Leger	580-384-1168	Nationwide	Gene Weaver	888-401-5272	Human Resources: 850-689-5870									
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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: <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">AFLAC</td> <td style="width: 33%;">Leo Tisa</td> <td style="width: 33%;">850-678-2458</td> </tr> <tr> <td></td> <td>Anna Thompson</td> <td>919-649-8171</td> </tr> <tr> <td></td> <td>Alex Pinney</td> <td>334-347-4544</td> </tr> <tr> <td></td> <td>David Campbell</td> <td>850-865-2463</td> </tr> <tr> <td></td> <td>Matthew Ankrom</td> <td>727-244-0485</td> </tr> </table>			AFLAC	Leo Tisa	850-678-2458		Anna Thompson	919-649-8171		Alex Pinney	334-347-4544		David Campbell	850-865-2463		Matthew Ankrom	727-244-0485	Benefits Coordinator: 850-689-5980
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Benefit	Provider	BCC and Employee Cost			Summary of Benefit	Contact Information	
Health Insurance	Florida Blue	<b>Plan (\$1500 annual contribution)</b>		<b>HSA Base</b>	Hospitalization Physician services Discount Programs	Benefits Coordinator 850-689-5980  Customer Service 1-800-352-2583	
		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 Health Coverage	Benefits Coordinator 850-689-5980 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.	Benefits Coordinator 850-689-5980	
		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	\$27.27/ month	Paid by BCC	Free cleanings 4 times yearly \$50/\$150 Deductible \$1,500 yearly max/ per person	Benefits Coordinator 850-689-5980 MetLife 800-942-0854	
		Family Coverage	\$51.86/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 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. <a href="http://90degreebenefits.com/mississippi.php">90degreebenefits.com/mississippi.php</a>	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		