

Lee County Tax Collector

Employee Benefits Summary - Effective 01/01/2021

The benefits listed below are available through the Lee County Benefits Plan and may be subject to change without notice.

Benefits are effective the 1st of the month following one full month of employment.

Medical – County Plan

Employee Only	No Cost employee
Employee & Dependents	\$115 per month or \$57.50 per pay period
Employee & Spouse	\$145 per month or \$72.50 per pay period
Employee Family	\$160 per month or \$80 per pay period
26 – 30-Year-Old Dependent:	\$1,180 per month or \$590 per pay period

Dental – County Plan

Employee Only	\$5 per month
Employee & Family	\$40 per month or \$20 per pay period

Vision – Optional Plan

Employee Only	Low Option Plan \$9.43 per month
Employee & Family	Low Option Plan \$18.38 per month
Employee Only	High Option Plan \$16.42 per month
Employee & Family	High Option Plan \$31.36 per month

Florida Retirement System

All regular employees participate in one of two Florida Retirement System (FRS) plans: the FRS Pension Plan or the FRS Investment Plan. The employee contribution rate is 3%.

Deferred Compensation – Optional Plan

This optional plan allows employees to set aside tax-deferred income to supplement FRS and Social Security benefits.

Long Term Disability – County Plan

Employer paid - qualifies for 60% of pre-disability income.

Short Term Disability – Optional Plan

Pre-tax salary deductions, based on age and salary calculations; benefit of 60% of your pre-disability base salary.

Employee Assistance Program

This program enhances the well-being of all employees of the Lee County Tax Collector and their families.

Life Insurance – County Plan

Employer paid - Life insurance equivalent to 1 times annual salary.

Voluntary Life Insurance – Optional Plan

Additional insurance for employee and dependents; premium based on age.

Tuition Reimbursement

Eligible after 1 year of employment.

Flexible Spending Account – Medical

Pre-tax deductions set aside to cover predictable medical expenses.

Flexible Spending Account – Dependent Care

Pre-tax deductions set aside to cover pre-determined daycare expenses.

Aflac and Allstate Supplemental Health Plans

Offers the following optional additional insurance policies: Sickness, Hospital, Accident, Cancer, Critical Care, Short Term Disability, Vision and Dental plan

Vacation, Sick and Holiday Time

Less than 3 years of service	1 day – 8 hours per month
3 or more, but less than 6 years of service	1.25 days – 10 hours per month
6 or more years of service	1.75 days – 14 hours per month
Sick	8 hours per month
Holidays	12 days per year; includes 1 personal day for birthday

