Lee County Tax Collector
Employee Benefits Summary - Effective 01/01/2016
The benefits listed below are available through the Lee County Benefits Plan and may be subject to change without notice.

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Medical – County Plan
Employee Only
No Cost employee
Employee & Dependents
$115 per month or $57.20 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:
$780 per month or $355 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 $10.62 per month
Employee & Family
Low Option Plan $22.37 per month
Employee Only
High Option Plan $14.19 per month
Employee & Family
High Option Plan $29.87 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
Offers the following optional additional insurance policies: Personal Sickness Indemnity, Personal Accident Indemnity, Personal Cancer Indemnity, as well as; Critical Care Recovery, Short Term Disability Insurance, Vision and Dental.

Vacation, Sick and Holiday Time
Less than 3 years of service
1 day – 8 hours per month or 4 hours per pay period
3 or more, but less than 6 years of service
1.25 days – 10 hours per month or 5 hours per pay period
6 or more years of service
1.75 days – 14 hours per month or 7 hours per pay period
Sick
8 hours per month or 4 hours per pay period
Holidays
12 days per year; includes 1 personal day for birthday