



Town of Jupiter

Human Resources Department

PART-TIME BENEFIT PACKAGE

Effective: 01/01/10 - 12/31/10

Salary Range: A job classification and salary range is established for each position. Salary is budgeted by department and approved by Town Council for each position with the Town of Jupiter. A new employee is eligible for a salary increase after successfully completing probation, a period of six months from date of hire for non-union employees and one year for IUPA union bargaining members.

Pension Plan: Florida Retirement System (FRS). Employees may chose between a Defined Benefit Pension Plan and a Defined Contribution Investment Plan (both plans are employer contribution only). The **Defined Contribution Investment Plan** has a one (1) year vesting schedule. The **Defined Benefit Plan** has a vesting schedule after six (6) years of employment with the Town of Jupiter.

Health/Dental Plan: CIGNA Health Care. Employees are provided health and dental insurance options and may choose whichever package they prefer. Coverage begins the first of the month following thirty (30) days of employment.

(See rate schedule below)

PLAN	MEDICAL	DENTAL
HMO	Individual Employee Coverage: \$136.15	Individual Employee Coverage: \$4.13
HSA	Individual Employee Coverage: \$115.50	Individual Employee Coverage: \$9.13
HRA	Individual Employee Coverage: \$132.89	

Deductions for Health and Dental are taken bi-weekly / 24 pay periods

Sick Leave: Earn sick leave on a pro-rated basis. Sick time balance paid upon retirement or resignation (minimum 2 years of full-time employment) at a conversion rate of: 2 to 5 years at 30%; 5+ to 10 years at 40%; or 10+ or more years at 50%.

Vacation Leave: Earn sick leave on a pro-rated basis. Can be taken after six (6) months of employment.

Holidays: Eleven (11) days per calendar year, equal to four (4) hours.
One (1) Floating Personal Holiday (4) hours each fiscal year.

Direct Deposit for Payroll: At an employee's request the Town of Jupiter Finance's Department can deposit your payroll check in your personal account of the financial institution of your choice if desired.

Deferred Compensation: Optional pre-taxable savings program to supplement retirement income, which is personally geared toward individual employee's needs. The deferred compensation program allows employees to put aside a portion of their earnings each pay period into an account for their retirement and reduce the amount that is taxable now, postponing federal income taxes until retirement which is then taxable at a lower rate. Another advantage is that the deferred compensation program defers taxes on income that an employee's account earns over the course of employment years, which is not available in a conventional passbook savings account. The Town of Jupiter currently has two deferred compensation plans from which to choose in accordance with Section 457of the Internal Revenue Code of 1986.