Response to Question #5

Response: Monroe County’s employee benefits are commensurate to those offered by its peer organizations. The County reported 27.7% of its payroll is made up of employee benefits costs. Peer average percentage of payroll reported as: 32.4% (of significance) – Monroe County has a complex employee benefits program that consists of varying levels based on date of employment with the County. This type program has been phased out in many organizations and has been reset so that benefits are the same for all employees, with no correlation to an employee’s employment date with the organization.

Plans the County provides at a lesser benefit level or does not offer the same benefit options include:

Short term disability insurance is not offered by the County as an employer paid benefit and not as an optional benefit County employee may purchase under a group policy.

In contrast: 25% of peer organizations offer employer paid short term disability and 42% offer a group plan where employees may purchase this coverage.

Long term disability insurance is not offered as an employer paid or employee paid benefit.

In contrast: 58% of the County’s peer organizations offer long term disability insurance coverage paid by the employer and 25% offer employee paid coverage.

*Monroe County offers an employee-paid group rate for Short and Long Term Disability insurance, but does not offer employer-paid coverage.

Plans where Monroe County’s employee benefits are equal to those offered by its peer organizations include:

Life insurance: Monroe County pays 100% of employee life insurance for eligible employees.

In contrast: all of the responding peers pay 100% of employee life insurance for eligible employees.

Optional life insurance: Monroe County’s employees pay the full cost of this benefit (100% paid by employee).

In contrast: Only 86% of peer organizations offer optional employee life insurance coverage (paid by employee).

*Monroe County’s optional life plan includes Accidental Death and Dismemberment coverage.
Optional accidental death insurance coverage: Monroe County offers this option, which is paid 100% by employees and 100% of the peer organization offer the same benefit 100% paid by employees.

Monroe County’s Optional Life includes Accidental Death and Dismemberment, waiver of premium, and accelerated death benefit, with portable coverage. 100% of peers offer this coverage 100% paid by employees; stand-alone product Monroe County offers this bundled with Optional Life Insurance.

Employee Assistance Program: Monroe County affords its employees an EAP program. In contrast, 93 percent of its peers provide this benefit to its employees. The County’s program provides coverage for employee family members while only 85 percent of the peers offer this extended coverage.

Tuition Reimbursement: Monroe County provides tuition reimbursement with an unlimited cap for this benefit while, in contrast only 66 percent of the peers offer this benefit with the average cap of $2,766.

Employee Leave: Monroe County’s sick leave benefits are similar to the average of its peers with the average accrual of sick leave at 8 hours per month in comparison to peer organizations at 8 hours (average) per month.

Average cap for annual leave for Monroe County is 480 hours in comparison to its peers on average of 228 hours.

Leave payout upon employee separation from organization:
Sick leave payout: Monroe County – based on years of service with the County (number varies)
   Average for peers - 960 hours

Annual leave payout: Monroe County – all accrued leave – 480 hours
   Average for peers-303 hours

Recognized Holidays: Monroe County – 13 for all employees
   Average for peers – 12 days

Retirement programs: Monroe County: 2
In contrast, the average number of plans offered for peer organizations is 2.5

Years to Vest: Monroe County’s pension plan requires 8 years to fully vest. In contrast to peer average of 6.6 years.

D.R.O.P. – Monroe County participates in the State of Florida’s Deferred Retirement Opportunity Program. In contrast, 25 percent of its peers participate in D.R.O.P.

Additional retirement plans: Monroe County does offer additional retirement plans 457. In contrast, 12 percent of its peers offer additional retirement programs.
Additional benefits to include:
Longevity Pay – Monroe County does not offer – in contrast 54 percent of peers do

Merit Pay – Monroe County participates (varies based on budget) – 50 percent of peers offer Merit pay

Merit Bonuses – Monroe County does not offer – in contrast 20 percent of peers offer

Housing incentives – Monroe County does not offer – in contrast 10 percent of peers offer

Auto allowances – Monroe County offers to County Administrator only – in contrast 40 of Peers offer to senior management employees

Take Home Vehicle – Monroe County – program varies depending on classification – in contrast peer average is 50 percent of responding organizations have this program

Uniform Cleaning – Monroe County does not have this program in contrast 54 percent of responding peers offer this benefit.

Degree obtained incentive – Monroe County offers this program in contrast to average peer participation in this program of 50 percent.

Certification obtained incentive – Monroe County offers this program in contrast to average peer participation in this program of 70 percent.

Maternity/Paternity pay – Monroe County does not offer this benefit in contrast 20 percent of responding peers reported having this program.

Paid FMLA (other program) – Monroe County does not participate in this program in contrast 20 percent of its peers participate.

Other employer paid medical assistance programs:
Monroe County affords its employees unlimited Teladoc services to employees and their families. In contrast, 54 peer of the responding peers provide similar programs to its employees.