



## Employee Benefit Snapshot

### **Medical, Dental and Vision:**

Medical, Dental – Cigna (Base and High Plans); Vision – One plan available

### **Short- & Long-Term Disability:**

Lincoln Financial Group – Paid by CPA

### **Life Insurance:**

Basic – 1 x annual salary – Paid by CPA

Voluntary – Employee election – Paid by Employee

Supplemental (AFLAC and Nationwide – Employee election – Paid by Employee

### **Retirement:**

CPA Contributes 10.77% into a 401a Defined Contribution Plan for full-time employee with a one-year vesting schedule.

Employee may also contribute into a 457b pre-tax retirement plan or a post-tax Roth IRA retirement plan.

### **Vacation/Sick:**

Full-time vacation and sick time accrual rate based on years of service:

| Employees   | Vacation Monthly Accrual | Sick Monthly Accrual |
|-------------|--------------------------|----------------------|
| 0-5 years   | 9.33                     | 8                    |
| 6-10 years  | 10                       | 8                    |
| 11-15 years | 13.33                    | 8                    |
| 16 or more  | 14                       | 8                    |

| Executive Accrual (Director and Above) | Vacation Monthly Accrual | Sick Monthly Accrual |
|--|--------------------------|----------------------|
| 0-5 years                              | 11.66                    | 8                    |
| 6-10 years                             | 12                       | 8                    |
| 11 or more                             | 15.33                    | 8                    |

### **Holidays:**

Full-time employees receive 14 paid holiday days annually, which includes a birthday holiday.

### **Tuition Reimbursement:**

Canaveral Port Authority offers tuition reimbursement opportunities for employee to enhance their knowledge, skills and abilities through undergraduate, graduate and doctorate courses and/or coursework in vocational or technical institutions. The program reimburses the cost of eligible tuition for courses related to an employee's official duties. Some restrictions apply.

### **Wellness Program:**

The Canaveral Port Authority and Cigna are committed to encouraging healthier lifestyles by providing educational and preventive health incentive to Cigna covered employees.