



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 employees with a one-year vesting schedule.

Employees 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 (Directors and Above)	Vacation Monthly Accrual	Sick Monthly Accrual
0-5 years	10	8
6-10 years	12	8
11 or more	15.33	8

Holidays:

Full-time employees receive 14 paid holidays annually. In addition to the standard CPA holiday schedule, employees will receive a birthday holiday.

Tuition Reimbursement:

Canaveral Port Authority offers tuition reimbursement opportunities for employees 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 preventative health incentives to Cigna covered employees.

Canaveral Port Authority

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