

Changes for FY2012 that are different from the FY2011 information submitted in May are highlighted in red.

Benefit	NFWWMD	SRWMD	SJRWMD	SWFMD	SFWMD
Pay Period					
Number of Hours in Pay Period (40, 80 ,160, etc)	80	80	80	80	80
Salary Increases - Provide the date of the last 5 District wide increases and the percentage of the increase.	10/3/2009 - 3% 10/6/2007 - 4% 9/23/2006 - 4% 9/24/2005 - 4% 9/27/2004 - 3% - 4%	FY2012-No Increase Proposed FY2011-No Increase FY2010-No Increase FY2009-No Increase FY2008-No Increase FY 2007 all employees 4% salary adjustment + 1/3 employees additional 3% merit adjustment	FY 2011-12 - No District wide salary increases FY 2010-11 - No District wide salary increases FY 2009-10 - No District wide salary increases	12/24/2007 3% merit increase in salaries budgeted	FY2012: No increase FY2011: No increase FY2010: No increase FY2009: No increase FY2007 and FY2008: District offered a merit pay program based on an annual performance review. Range of salary adjustment could be 0%-8%. District budgeted an average of 4% overall.
			FY08-09 Each Department allocated a dollar amount based on 4% of the Department's base salary rate for the eligible pool. Awarded merit increase at the discretion of Department for those employees receiving an Exceeds Expectations (rating 3). Exceeds Expectations (rating 3) was limited to 20% of staff. The remaining 80% of staff who received an overall performance rating of Meets Expectations (rating 2) received a \$1,000 Merit Cash Bonus Award.		

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			<p>FY07-08 Each Department allocated a dollar amount based on 4% of the Department's base salary rate for filled positions as of 9/30/07. Awarded merit increase, reclassifications, and added duty pay at the discretion of department so long as allocated funds not exceeded; 7/18/08 - 3% of midpoint market adjustments, not to exceed the midpoint for employees with a performance rating of Meets Expectations or Exceeds Expectations (rating 2 or 3) on their last appraisal and who had been in their current job classification at least three years as of 7/18/2008.</p>		
			<p>FY 06-07 Each Department allocated a dollar amount based on 4% of the Department's base salary rate for filled positions as of 9/30/06. Resulting funds used for all base salary increases including merit; 7/6/07 - 3% of midpoint market adjustments, not to exceed the midpoint for non Senior Management employees with a performance rating Meets Expectations or Exceeds Expectations (rating 2 or 3) on their last appraisal and who had been in their current job classification at least three years as of 7/6/07</p>		

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Annual Leave	Non-senior management:			4 hours/pay period	Regular FTE: (Effective January 1, 2012)
0 - 5 years	6 hrs bi-weekly	6	4 hours/pay period	5 hours/pay period	4 hours/bi-weekly pay period for years 1 to 5 (13 days/year),
5 - 10 years	7 hrs bi-weekly	7	5 hours/pay period	6 hours/pay period	5 hours/bi-weekly pay period for years 5 to 10 (16.25 days/year)
10 + years	8 hrs bi-weekly	8	6 hours/pay period	176 annual leave for senior management	6 hours/bi-weekly pay period for 10+ years (19.50 days/year)
	Senior management:		Senior Management: 176 hours January 1st		
0 - 5 years	156 hrs on Jan. 1				
5 - 10 years	182 hrs on Jan. 1				
10 + years	208 hrs on Jan. 1				
					Management FTE: Credited with 176 hours each year in January(prorated for less than 12 months of Management FTE service).
Maximum accrual of leave - 12/31	240 hours for Regular Staff 480 hours for Senior Mgmt - see note 5	240 Hrs regular employees, 480 hrs senior mgt Excess hrs roll into sick leave	360 hours Senior Management: 480 hours	360 hours regular employees, 480 hours Senior management	Management FTE: 480 hours Regular FTE: 360 hours Any annual leave in excess of 480 (Management)/360 (Regular) hours at payroll calendar year end will be converted to sick leave.
Payment for unused Annual Leave	"Upon separation, after 6 months of service 240 hrs or 480 hrs depending on position.	\$15,000	At termination - after 6 months service or at enrollment in DROP non Senior Management employee receives payment for all unused a(max of 516 hours). Senior Management receives payment for all unused annual leave +D100	Y Limit to 240 hours regular employee, 480 hours for senior management	Discontinue current program.

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Compensated Absences - Provide explanation and cost to the District for FY 2010-11	Payment of all non-work hours including annual, sick, administrative, holiday and personal holiday leave and leave payouts.	\$281,692 Annual Leave	Leave Type/Hours (through 7/22/11): Adm Military Active Duty: 288 hrs. Admin Bereavement: 1987 hrs. Admin Disability: 339 hrs. Admin Employee of the Year Nominee: 61 hrs. Admin General: 1253 hrs. Admin Jury Court: 332.50 Admin Mentoring: 165.50 hrs. Admin Military: 168.50 hrs. Annual Leave: 68934.50 hrs. District holiday: 47737.75 hrs. Personal holiday: 10354 hrs. Received Donated Annual Leave: 284.25 hrs. Sick Leave: 44717 hrs. Sick Leave Pool: 882.50 hrs.		See Administrative Leave, Annual Leave, and Sick Leave categories.
Holidays	9 paid holidays per year	Observed as paid holidays are: New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day. \$144,955	9	10	(Effective 10/1/11) Ten (10) 8-hour days paid holidays (New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the day after, Christmas Day (December 25)).
Personal days	1 day per year	This is included in our Christmas Eve holiday leave and is not listed separately	2	1	One (1) 8 hour day paid leave each year must be used by the last pay period of the payroll calendar year, and does not carry forward.

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Sick Leave	2 hours per bi-weekly period	\$209,240	4 hours/pay period	4 hrs bi-weekly	District Employees whose immediate prior employers were city, county or state governmental authorities within Florida are allowed to transfer up to 480 hours of unused sick leave accrued at the former governmental authority provided the Employee received no payment for any portion of that sick leave.
			104 hours January 1st - Senior Management		Regular FTE: Accrues 4 hours/bi-weekly pay period Management FTE: Credited with a total of 104 hours each year. (Upon hire date, prorated for less than 12 months service).

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Payment for unused sick leave	Requires minimum of 10 yrs FRS and 5 yrs District service, max paid is one-fourth of 1,920 hrs (480 hrs)	\$15,000	<p>At termination - after 10 yrs of continuous District service employee receives payment for 1/4 unused sick leave</p> <p>Employee Death - employee's estate shall receive payment for up to 500 hours of unused leave or 1/4 of the employee's total accrued sick leave whichever is greater, regardless of length of service+D31</p> <p>Note: Policy related to payment for unused sick leave will be evaluated and revised in 2011-2012 to align with the state's policy.</p>	Employee with 6 years or more will be paid for 25% of accrued sick leave, up to a maximum of 480 hours	<p>(Effective 1/1/12)</p> <p>Buy Down Option : Discontinued</p> <p>Upon Separation: Employees shall be paid for their unused sick leave accrued and/or credited up to a maximum payout of 480 hours on a sliding scale based on years of service as follows:</p> <p><u>District Years of Service</u></p> <p><u>Percentage of Payout</u></p> <p>0 through 6 0%</p> <p>6 through 9 25%</p> <p>10 through 14 25%</p> <p>15 through 19 25%</p> <p>20 through 24 25%</p> <p>25 through 29 25%</p> <p>30 + 25%</p>
Maximum accrual of leave - 12/31	No limit on hours accrued	240 Hrs regular employees, 480 hrs senior mgt. with excess hrs roll into sick leave.	No Maximum	No Limit	104 hours/year; no cap

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Sick Leave Pool	N	N/A	Criteria for enrollment:1 yr. FRS Service and minimum balance of 64 hrs sick leave. Employee donates 8 hours of sick leave to pool. Benefit: up to 240 hrs per 12 month period with medical documentation.	Y	Voluntary participation. 1 year service and 48 sick leave hours accrued. Employee voluntarily contributes an initial 8 hours to sick leave pool, then 4 hours each January; may draw up to 480 hours from sick leave pool after all leave balances are depleted. May only be used for non job related extended illnesses.
Leave Donation	N	N/A	Eligible employee may donate accrued annual leave to employees who are on extended leave for medical purposes and who have exhausted all paid leave.	Y	Voluntary participation. Sick or annual leave may be donated to another Employee in whole day (eight-hour) increments. A regular Employee may donate accrued annual leave to another regular Employee so long as the donation will not prevent him or her from taking the minimum required annual leave during the calendar year. A regular Employee may donate accrued sick leave to another regular Employee so long as the donating Employee has completed at least six years of service.
Administrative Leave (paid Leave)		\$13,755 This administrative leave total does not include the military service below.			SFWMD leave description
Jury duty	Y	Included in Administrative Leave Totals	As needed	Y	Civil Leave; projected payout for FY2011/12 - (2010-\$73,537)

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Benefit	NWFWMD	SRWMD	SJRWMD	SWFMD	SFWMD
Witness duty in court	Y	Included in Administrative Leave Totals (For District business only)	As needed - work related	Y	N/A
Voting	N	N/A	None	Y	N/A
Military exam	Y	N/A	None	Y	N/A
Death in family	Y	Three 8 hour days-Included in Administrative Leave Totals	3 days per occurrence for death immediate family member	Y	Compassionate Leave - Three (3) 8 hour days. Projected payout for FY2011/12 - (2010 payout - \$146,584)
Emergency closing of facilities	Y	To be determined based on specific emergency situations. None in FY2010 & FY2011.	As determined by Executive Director	Y	Other Paid Leave. Provided on a case by case basis; normally only occurs in relation to a hurricane. None in FY2010
Volunteer fireman/ disaster volunteer	N	N/A	Executive Director may approve leave when employee is involved in volunteer service in state of Florida through an organization providing disaster relief	N	N/A
Athletic competition	N	N/A	None	N	N/A
Military service	Y	240 hrs Military Active Duty Military Leave \$5,911	30 days per year when ordered to active duty pursuant to state of emergency	Y	Regular pay during the first 30 days of active duty. After 30 days the District will pay the difference between regular pay and military pay. 2010 payout - \$34,171
Military leave and training	Y	2080 Hrs Military Training	17 days per fiscal year when ordered to active duty training	Y	Reserve Leave: Regular pay for 30 days of training each calendar year. 2010 payout - \$84,227
Professional certification tests	N	N/A	To receive leave, exam must be administered during work hours, only hours necessary to take the exam	Y	N/A

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Family Support Leave	N	Family and Medical Leave (FML) allows an eligible Employee to take up to 12 weeks (or up to 26 weeks of military caregiver Leave to care for a covered service member with a serious injury or illness) of job-and-benefit-protected Leave from work within a calendar year to attend to specific family and medical needs. The Leave may be paid, unpaid or a combination of paid or unpaid. Paid only if Employee has balance in paid Leave accounts.	None	N	Family and Medical Leave (FML) allows an eligible Employee to take up to 12 weeks (or up to 26 weeks of military caregiver Leave to care for a covered service member with a serious injury or illness) of job-and-benefit-protected Leave from work within a calendar year to attend to specific family and medical needs. The Leave may be paid, unpaid or a combination of paid or unpaid. Paid only if Employee has balance in paid Leave accounts. 2010 payout - \$860,240
School mentoring	N	N/A	Employee may participate in volunteer mentoring to promote quality education for children. Up to 5 hours per month leave.	Y	N/A
Deferred Compensation Match	N	N/A	50% of bi-weekly contribution up to a maximum of 4% of bi-weekly salary <i>Note: The District's current deferred comp plan match is a tax qualified plan that must continue through December 31, 2011. Beginning January 1, 2012, the District will cease matching to align with the state's deferred compensation program.</i>	N	Discontinue effective 9/28/11
Educational Leave with pay	Yes (in policy but not used)	N/A	None	N	N/A

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Insurance					Insurance - Insurance modifications under consideration will be implemented in phases in FY12 and FY13
Group health insurance		\$752,453	Blue Options 3769; Blue Options 3160&3161 HDHP paired with HSA; Blue Care (HMO) 05	Y	
<i>Employee</i>	Y	\$180,589	Employer \$ amount equal to 90% of base plan option	Y	Management FTE - District pays 100% of premium Regular FTE: HMO Employee coverage - District pays 100% of premium Traditional/PPO - Shared by District (92%) and Employee (8%) Includes prescription coverage
<i>Family</i>	Y	\$571,864	Employer \$ amount equal to 80% of base plan option	Y	Management FTE - District pays 100% Regular FTE: District pays 60% / Employee Pays 40% for both PPO and HMO Includes prescription coverage
Group dental insurance		\$34,556	Florida Combined Life/Blue Dental	Y	
<i>Employee</i>	Y	\$7,257	Included in group health plan	Y	Management FTE - District pays 100% of premium Regular FTE - District pays 100% of premium
<i>Family</i>	Y	\$27,299	Included in group health plan	Y	Management FTE - District pays 100% Regular FTE - Dependent Coverage - Shared: District Pays 60% / Employee Pays 40% for both PPO and HMO

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Vision Insurance	N	\$6,529	Offered through payroll deduction at employee cost	Y	Core Plan Employee Coverage - District pays 100% (See buy-up options at end under Voluntary Benefits.)
Long term disability	Y	District provides LTD with benefits payable after 60 days out of work, 60% of the first \$11,667 of predisability earnings, reduced by deductible income, at no cost to employee-\$12,066	2/3 salary - maximum monthly benefit \$7,000 - District cost	Y	Core Plan - District pays 60% of \$46,000 base salary. (See buy-up options at end under Voluntary Benefits.)
Group life insurance	Y	SRWMD provides \$50,000 of Basic Term Life Ins with AD&D to all full time eligible employees at no cost to employees- \$7,607	non senior management: 1 x annual salary - District cost senior management: 2 x annual salary - District cost	Y	District pays 100% of premium Management FTE: 2 x salary Regular FTE: Annual Salary < \$50K - 1 x salary to max of \$50K Annual Salary > \$50K - 1 x salary to max of \$200K (See buy-up options at end under Voluntary Benefits.)
Accidental Death and Dismemberment	Y	included in life	non senior management: 1 x annual salary - District cost senior management: 2 x annual salary - District cost	Y	District pays 100% of premium 1 x salary to max of \$50K
Business trip life insurance	N	Governing Board Members only	eliminated effective 10/1/2011	N	N/A

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Day Care	N	N/A	none	N	The building is under a lease /purchase agreement from a private developer who constructed the facility. We have 5 additional years remaining on this agreement before we own the building. The annual lease on the facility paid by the District is approximately \$147,000 per year. The building is rented out to a private Day Care provider who pays the District revenue of approximately \$75,000 per year based on a formula of net revenue of the Day Care operations. The District Employees receive a 10% discount from the private Day Care provider if any of their children attend the center.
Employee Assistance Program	N	Included in Health Plan	District cost	Y	Employee Assistance Plan included in Group Health Plan.

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Educational Reimbursement	Specifically approved	The District will reimburse the employee 50% of the cost for tuition, books, and lab fees until the employee has been awarded the degree. Tuition hourly rates shall be based on the closest college or university in proximity to SRWMD that offers that degree. If, at the end of one year from receipt of degree, she/he is a regular, full-time employee with the SRWMD, the remaining 50% reimbursement may be applied for. Employee must remain at regular, full-time employee status to be eligible for any educational reimbursement. \$5,200.	May reimburse up to \$3,000 in tuition, books, fees per fiscal year with grade of "C" or better.	Y	Annual benefit. Must be pre-approved by supervisor and Human Resources. Undergraduate - First \$2,800 of tuition expenses plus 50% of registration, lab and book fees. Grade of C or better required. Graduate - First \$6,000 of tuition expenses for grade B or better.
Professional Development	Y	Fees for licensure, certification or professional affiliation required as a condition of employment with the District shall be paid in full by the District.	The Tentative FY 2011-2012 includes no memberships, dues and certifications; however, our research finds that state agencies do pay these fees for for professional licensing required for the job. District will evaluate and revise our policy and budget to match state's payment of these types of fees.	Y	(Under review) District pays 100% of the fee for licenses and professional certifications required by job. District pays 50% of the fee for licenses and professional certifications related to the job.
Post Employment Benefits					
Voluntary Separation	NONE	N/A-Other than for Retirees	See Payment for Unused Annual and Sick Leave	Y/Retiree Only	None, except for Retirees. See Other Retiree Benefits.

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Involuntary Separation	NONE	N/A	<p>See Payment for Unused Annual and Sick Leave</p> <p>Senior Management - severance pay and life insurance for four weeks; if employee elects to continue health insurance the District continues to pay its portion for up to four weeks; lump sum payment of 200 hrs sick leave plus 1/4 of remaining sick leave balance with 7 or more years of FRS service. Employee paid for all unused annual leave.</p> <p><i>Note: Policy related to involuntary separation of Senior Management will be evaluated and revised in 2011-2012 to align with the state's policy.</i></p>	Y/Retiree Only	<p>(Modified in accordance with SB-88 Effective 7/1/11)</p> <p>Termination: Non-management Employee receives annual leave pay-out and sick leave pay-out in accordance to the District's annual and sick leave Procedures. Removed - Management employees whose separation from the District is initiated by the District for reasons other than gross negligence or willful disregard for the District's public image shall receive 4 weeks of severance from the District.</p> <p>Lay-off: Non-management Employee receives annual leave pay-out and sick leave pay-out in accordance to the District's annual and sick leave Procedures. Removed - As authorized by the Executive Director, Employees separated as part of a reduction in work force shall be provided with severance pay in an amount no less than 80 hours and no more than the statutory limits; shall be provided with Employee assistance; may be provided with outplacement assistance; and may be provided</p>
Retirement Plan	FRS	FRS	FRS - Regular Class FRS - Senior Management Service Class	Y	District participates in FRS.
Other Retiree Benefits					

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Health Insurance Benefits	Yes - paid by retiree	Paid for by Retiree	Retiree may continue coverage at 100% cost to retiree	Y	Retirees may purchase health insurance as per statute.
Health Insurance Subsidies Paid by District	No	N/A	District pays 50% of cost for retirees between the ages of 62 and 65 who have maintained coverage <i>Note: In FY 2011-2012, the District will evaluate phasing out this retiree gap insurance benefit</i>	\$5 for each FRS service completed up to a maximum of \$150 per month. Paid until age 65. Must elect District insurance plan.	Discounted retiree medical insurance premiums - 2% per year of creditable service up to 60%. Employees contribute \$5 (Regular) or \$12 (Management) each month. Retirees with less than 6 years of District service pay 100% of premium. 2010 payout - \$637,812
Health Insurance Subsidies Paid by FRS	Yes	N/A	\$5.00 per year of FRS service - maximum \$150 per month	Y	As per statute paid by FRS, not District.
Benefits Provided to OPS	none	Health, Dental & Vision Insurance, FRS per FRS rules.	None Currently have no OPS	N	N/A
Benefits Provided to Contracted Employees	District full-time contract staff have full-benefits equal to non-sr. mgmt positions	N/A	None	N	Contracted Employees do not receive benefits from SFWMD
Equipment Usage by Employee when off duty	Yes. Limited number of field staff drive vehicles home, accounted for in payroll system as a taxable benefit.	Not authorized.	None	N	Employees are not authorized to use District equipment when off duty.
Electronic Devices Provided to Employees on and/or off duty	Yes. Cell phones, blackberrys, GPS and laptops may be carried on off duty times for business purposed only.	Devices are provided to maximize employee efficiencies. Personal usage thereof is not authorized.	Limited personal use of mobile phones and computers	Y	Electronic devices are approved for use based on specific guidelines for safety or for staff that spend a majority of their time away from their desks and need communication access. Any off duty or personal cell phone/Blackberry usage must be paid 100% by the Employee.
Other SFWMD Benefits					

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Benefit	NFWWMD	SRWMD	SJRWMD	SWFMD	SFWMD
Wellness Programs					Contracted programs - Such as Flu Shots, Annual Health Screening, Managing Stress, Weight Loss Lectures
Gym Membership					<i>(Discontinue effective 10/1/11)</i> Reimbursement paid at 50% to a maximum of \$100/year.
Weight Control					<i>(Discontinue effective 10/1/11)</i> Reimbursement paid at 50% to a maximum of \$100. This is a one-time reimbursement for attending a weight control program at work or through Employee's community.
Smoking Cessation					<i>(Discontinue effective 10/1/11)</i> Smoking cessation programs - Reimbursement paid at 50% to a maximum of \$150. Smoking cessation aids - Reimbursement paid at 50% to a maximum of \$150 for nicotine patches and gum or prescriptions not covered by insurance.

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Employee Recognition Program					<p>The following may be awarded to Regular FTEs. Management Employees are excluded.</p> <p>(Discontinued) Professional Development - To reward Employees who attain certain degrees, certifications and/or professional licenses related to the District's mission and may be required by the Employee's current District position. The District may grant incentive awards in amounts ranging from \$350-\$1,000 to allow Employees to earn professional certifications or complete coursework or training that enhances the Employee's credibility or performance within the District.</p> <p>Employee of the Year/Team of the Year (Cash award component of this program discontinued effective June 1, 2011) - Individual awards may be given to a regular District Employee and/or a team of District Employees who have demonstrated outstanding</p>
Other Voluntary Benefits - 100% Funded by Employee					
Optional Life					1x, 2x, 3x or 4x salary to a maximum amount of \$450,000.

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Spouse Life					\$10,000, \$25,000 or \$50,000 (may not exceed 50% of the total life coverage of the Employee).
Dependent Life					\$5,000, \$10,000 or \$25,000 life coverage for each dependent child (may not be purchased for spouse).
Short Term Disability					The benefit pays a percentage of Employee's bi-weekly earnings in the event of a non work related sickness or injury.
Long Term Disability					Option available for Employee to buy up to 60% of current salary to \$90,000; maximum benefit \$4,600/month
Long Term Care					Long term care for Employee, spouse, (parents and grandparents) with insurance company approval. Coverage is portable.
Universal Life Insurance					Life insurance benefit that provides permanent coverage for Employee and Employee's family while building cash value (portable-may continue after termination of employment).
Vision Insurance					Buy-up Option for Employee and Dependents. Employee pays 100%
Cancer/Critical Illness					Choice of \$10,000 to \$50,000 coverage. Cost is based on age and amount of coverage.

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Flexible Spending Accounts					Through tax-free payroll deductions Employee can set aside money to pay for predictable expenses throughout the year. Two types of accounts: Health Care FSA: set aside money for eligible healthcare expenses for Employee and/or Employee's eligible dependent(s) to a maximum of \$5,000. Dependent Care FSA: set aside up to \$5,000 for married couples (\$2,500 if Employee is single or married, filing separately) to pay for eligible dependent day care expenses.
Legal Club					Free and discounted Legal Care, Tax Preparation and Advice, Financial Education and Credit Counseling Services, Identity Theft Solutions, Life Events Counseling,
Day Care					On site day care facility for infants, toddlers and preschool-age children. District Employees receive a 10% discount from the private Day Care provider if any of their children attend the center.