

Town of Manalapan

Benefits List

- **Annual Raise:** 7% FY 2026

- **Defined Benefit Pension Plan:**

- 7% contribution

- 10-year vesting period

- 3% qualifier for all employees (opposed to FRS at 1.6 for general employees); 3% after 20 years = 60% of your last five years of pay

- **Retirement Savings:**

- 457/401A Match: Town matches employee contributions up to \$5,000 annually after 1st year of employment

- **Medical Insurance (Florida Blue - BCBS):**

- PPO Plan, no referrals/co-pays required

- Employee-only coverage: premiums 100% paid by the town.

- Employee/Dependent coverage: Town pays the employee portion and 50% of dependent premiums.

- Expenses reimbursable the first year (pro-rated)

- Employee-only: \$2,500 deductible; after the 1st year, \$2,000 loaded on a credit card for employee use.

- Employee/dependent: \$5,000 deductible; after the 1st year, \$4,250 preloaded on a credit card for employee use

- Town contributes up to \$50 a month for medical/dental or supplemental insurance through AFLAC or Legal Shield

- **Dental Insurance (Florida Combined - BCBS):**

- PPO discount plan

- Employee-only coverage: premiums 100% paid by the town

- Employee/Dependent coverage: town pays the employee portion and 50% of dependent premiums

- **Vision Insurance - (VSP):**

- Discount plan
 - Employee-only coverage: premiums 100% paid by the town
 - Employee/Dependent coverage: town pays the employee portion and 50% of dependent premiums

- **Flexible Spending Accounts (FSA):** Section 125

- **Life Insurance:** \$40,000 coverage at NO cost to the employee

- **Short Term Disability:** No cost to the employee

- **Long Term Disability:** No cost to the employee

- **Employee Assistance Program:** Counseling services at no cost to the employee

- **Paid Time Off:**

- Sick Leave:

- Accrues upon employment, eligible to use after 90 days

- Vacation:

- Accrues upon employment, eligible to use after 6 months
 - 7 days per year (0-6 years of service)

- Personal Day:

- Eligible after 6 months of employment

- **Holidays:** The Town observes 11 paid holidays

- **Tuition Reimbursement:** Up to \$3,000 annually

- **Longevity Pay:** In 5-year increments

- **Fitness Reimbursement:** Up to \$350 annually

- **Footwear Reimbursement:** Up to \$150 annually