



Bonita Springs Utilities, Inc. is pleased to offer the following benefits package to all employees:

Health Insurance: Health Insurance is provided through Blue Cross/Blue Shield. Employees have an option to choose either a High Deductible Health Plan, with a health savings account; or a Health Maintenance Organization (HMO) plan.

Dental Insurance: Dental Insurance is provided through Guardian Life.

Vision Insurance: Vision Insurance is provided through VSP.

Costs: Health, Dental and Vision benefits are combined into one cost. If you select the High Deductible Health Plan, and you sign up as an individual, the cost is \$30.00 bi-weekly; for Employee/Spouse \$80.00; for Employee/Child(ren) \$60.00 and for Family, \$90.00. **These costs are for all three coverage's.** The HMO is considered a buy-up plan. If you choose this plan, the costs increase.

Life Insurance; Short Term Disability: The Group Term Life Insurance includes a benefit of two time's annual salary plus accidental death and dismemberment. This benefit, along with Short Term Disability, is 100% employer paid. Voluntary Life and Long Term Disability Insurance is offered for employee, spouse and children at the employee's expense.

401K Profit Sharing: BSU offers a 401K Pension Plan through John Hancock Retirement Plan Services. Employees may enroll after probationary periods. After one year of service, BSU will contribute 6% up to 10% of employee's gross salary based on years of service. Vesting after 5 years.

Ancillary Benefits: Pre-tax benefits which include cancer and accident plans; Legal Shield and Identity Theft (not a pre-tax benefit).

Paid Holidays: BSU employees receive the following paid holidays:

New Year's Day	President's Day	Memorial Day
Independence Day	Labor Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day	Employee Birthday

Leave Time: BSU offers personal leave time (PTO):

Year 0 - 5 = 17 Days Annually

Years 6-10 = 22 Days Annually

Years 11 - 15 = 27 Days Annually

Years 16 - 20 = 32 Days Annually

21 + Years = 37 Days Annually

Computer Purchase Program: Interest free loan up to \$2,000 is available to employees to purchase a personal computer and peripheral items. Employees are eligible after one year of employment.

Continuing Education: Annual reimbursement up to \$3,000 for tuition, books and fees for employees who wish to attend an accredited college.

Gym Membership: BSU will pay 1/2 of monthly dues. There are some restrictions based upon which facility is used.