

CITY OF GREEN COVE SPRINGS

2025-26 Employee Benefits



Comprehensive and Competitive Benefits Package, Including:

- + Cigna Network Health Insurance
 - Four PPO plans
- + Humana Dental Insurance
 - Two PPO plans
- + Humana Vision Insurance
- + Flexible Spending Accounts
 - Health Care & Dependent Care
- + Life Insurance
 - Policy through Humana Insurance that equals one times employees annual salary, with a minimum \$25,000 benefit.
 - Employees have the option to elect supplemental benefits at their own cost.
- + Retirement
 - Florida Retirement System (FRS)
 - Pension & Investment options
 - Nationwide
 - Deferred compensation plan (voluntary 457 plan) offered to all employees.
 - Police Officers - Florida Municipal Pension Trust Fund (FMPTF)
 - Additional voluntary 457 plan available through the Florida League of Cities.
- + Worker's Compensation
 - Provided through the Florida League of Cities, Inc. for employees who are injured on the job.

Employee Wellness Program

- + Fitness Facility Benefit
 - Workout Anytime Fitness
- + Annual Wellness Screening
- + Employee Assistance Program
 - Telus Health
- + Ongoing Wellness Challenges & Initiatives

Other Benefits

- + Paid Time Off & Leave Benefits
- + 11 Paid Holidays Per Year
- + Attendance Incentive & Seniority Pay
- + Educational/Training Benefits
- + Direct Deposit
- + Employee Appreciation & Recognition



This summary is intended to provide you with an overview of the benefits offered by the City of Green Cove Springs. All specific plan provisions are described in the legal documents governing the plans. If there are any discrepancies between this guide and the plans' legal documents, the legal documents will govern.