



## Employee Benefit Snapshot With Enhanced Benefits

### **Medical, Dental and Vision:**

Medical, Dental and Vision– Cigna (Base and High Plans)

### **Short- & Long-Term Disability:**

Standard Insurance – Paid by CPA

### **Life Insurance:**

Basic – 2x 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 also have the opportunity to enroll and contribute into a 457b retirement plan with CPA matching 50% up to 6% of an employee's annual salary contribution (i.e., if the employee contributes 6%, CPA contributes 3%), or a Roth IRA.

### **Discretionary Bonus:**

Annually there is a potential of a discretionary bonus, pursuant to CPA's Pay Policy.

### **Holidays:**

Full-time employees receive 15 paid holiday days annually, which includes 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. See Education Assistance Policy for details.

### **Wellness Program:**

The Canaveral Port Authority and Cigna are committed to encouraging healthier lifestyles by providing educational and preventive health incentives to Cigna-covered employees. Gift cards are offered for certain wellness activities. As part of that commitment, CPA has an on-site fitness center for employees to access.

## Enhanced Benefits for Directors and Above

### **Vacation/Sick:**

Full-time vacation and sick time accrual rate based on years of service:

<b>Executive Accrual (Director and Above)</b>	<b>Vacation Monthly Accrual</b>	<b>Sick Monthly Accrual</b>
0-5 years	11.66	8
6-10 years	12	8
11 or more	15.33	8

Canaveral Port Authority

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