

## **CREDIT UNION**

Escambia County employees are eligible to become members of the Gulf Winds Credit Union.

## **DEFERRED COMPENSATION PLANS FOR RETIREMENT SAVINGS**

Deferred Compensation is a benefit provided by Escambia County to employees as an option for additional retirement saving. No federal income tax is taken from the amount of salary deferred or nor from any of the investment earnings until money is drawn out of the retirement plan. There are tax implications for an early withdrawal. The County has four providers from which to choose.

## **DIRECT DEPOSIT**

Direct deposit of payroll to credit union/bank checking/saving accounts is offered and encouraged.

## **DISCOUNT PROGRAMS**

Discount cards, special offers and promotions are available to all employees to area attractions, restaurants, and retail businesses.

## **EDUCATIONAL ASSISTANCE**

For approved courses of study, Escambia County will reimburse employees for 100% of tuition costs up to a prescribed amount per fiscal year.

## **EMPLOYEE ASSISTANCE PROGRAM**

This program provides prepaid professional counseling services designed to help solve personal problems that may be affecting an employee's work performance. Employees and/or their immediate family members may use this benefit. Cordova Counseling Center is a privately owned company that manages the assistance program. Any assistance received is completely confidential. Evening and weekend appointments are available.

## **HOLIDAYS**

Each elected official adopts his or her own annual holiday schedule. Holidays are based on a forty-hour workweek and the number of days varies from year to year. Holidays are taken subject to individual departmental staffing requirements.

## **PREMIUM CONVERSION PLAN**

This plan allows employees to pay for most health insurance benefits on a "pre-tax" basis thereby increasing their net earnings.