

# TOP 10 REASONS TO WORK FOR BAY COUNTY



- 1. Great Benefits Package** – Employees enjoy great benefits including health insurance where employees pay just 10% of their health insurance premium. A dental and vision plan are also available, as well as a 24/7 free telephone doctor consultation service for minor illnesses.
- 2. Florida Retirement System** – Bay County is a member of the Florida Retirement System (FRS) which provides employees with a retirement income. For long term employees especially, FRS offers them the promise of a generous retirement.
- 3. Training and Development** – In an effort to give our employees the tools they need to succeed in the performance of their job duties, the County has developed an in-house Employee Academy with courses designed to meet employees’ needs at different stages of career growth. Outside training opportunities are also provided to employees.
- 4. Paid Time Off** – All regularly scheduled full and part-time employees receive Paid Time Off that increases with years of service, accruing 24 days in the first year of employment.
- 5. Holidays** – Employees receive 12 paid holidays annually - New Year’s Day; Martin Luther King Jr. Day; President’s Day; Good Friday; Memorial Day; Independence Day; Labor Day; Veterans Day; Thanksgiving (2 days) and Christmas (2 days).
- 6. Incentive Programs** – To encourage employees to give back to the community, the County offers its employees opportunities to earn incentive leave by participating in events such as blood drives and volunteering their services at the annual Haunted Hayride which raises money for local charities.
- 7. Advancement Opportunities** - With over 600 employees, and many different departments, advancement opportunities are frequently available.
- 8. Education Assistance Program** – For employees who want to further their careers through education, the County offers a tuition reimbursement program.
- 9. Tax Deferred Programs** – County employees are eligible to participate in a number of tax deferred programs, such as 457 Plans, Health Savings Accounts, Flexible Spending Accounts and Section 125 Cafeteria Plans.
- 10. Employee Assistance Program (EAP)** – The County provides 7 free counseling visits annually for employees and family members at Life Management to help with short term problem resolution.