



The Florida League of Cities

# EMPLOYEE EXPERIENCE





“ We understand how important it is to focus on our culture so we talk about it, celebrate it and work deliberately to live it every day. ”

**Jeannie Garner, Executive Director**  
More than 25 Years of Service

## EMPLOYEE BENEFITS – **WE'VE GOT YOU COVERED ...**

“ Right from the start I was blown away by the Florida League of Cities culture. One of the best things about working here is how much the League cares about its employees. Our benefits package is second to none. The League offers us flexible paid time off throughout the year and a defined benefits package, which is rarely seen in the job market today. We also just added paternity leave, which is amazing for all the new fathers in the company. It's been almost four years, and I am so grateful that I made the decision to work here! ”

**Mike Morrill, Account Executive,  
Trust Services**  
More than 3 Years of Service



“Here at the Florida League of Cities,  
we don’t just talk the talk.  
We walk the walk.”

Sharon Berrian, Director, Membership Relations  
More than 35 Years of Service



## “IT’S A FAMILY ...”

Many people ask us how we manage to keep so many high-quality employees for 10, 20 and even 40 years. The answer is simple: It’s our culture. At the League, we’re like a family. It’s one of a kind, and we work at it every single day.

We treat people, problems, wins, losses, illnesses and achievements the same way a family does. It applies to how we interact with our board, how we treat our members, how we celebrate and reward our employees and how we embrace and help each other during life’s trials.

## A FOUNDATION TO BE PROUD OF ...

... It is rock solid – financially  
and organizationally.

Created in 1922, the League is the united voice for Florida’s cities. We believe in local voices making local choices. Everything we do is in the best interest of cities. We are honored to serve those who serve.

Our services extend far beyond the traditional association-type activities. While those remain the backbone of the League, our innovative programs and our four core values – Home Rule, Integrity, Public Service and Excellence – set us apart.

Home Rule means that cities can solve local problems with local solutions. Cities do not need to seek permission from another level of government, as long as the local law doesn’t conflict with state or federal law. This right of local decision-making is part of Florida’s Constitution and what makes each city, town and village in Florida able to maintain its unique character.



# LOVE WHERE YOU WORK ...

“Once I got a sense of all this organized chaos that IS the Florida League of Cities and saw how I could help out, I used to joke, ‘How lucky am I? There’s not another lawyer in Florida with a job as unique as mine.’ As I approach 20 years with the League, I’m proud to say I feel the exact same way. It’s been rewarding to have a part in the League’s history. The League has a solid mission. It’s had great leaders smart enough to know when to go off script and when to stay on. And it has the potential to adapt, grow and remain THE answer for Florida’s cities and an exceptional place to work.”

**Eric Hartwell, Deputy General Counsel/  
Insurance Counsel**  
More than 20 Years of Service



## Family-Friendly

Family should be every employee’s No. 1 priority. The League supports this by providing an accommodating personal time (PT) system, a generous holiday schedule, flexible work hours and remote work options for eligible positions.

## 35-hour Workweek

League employees enjoy a flexible 35-hour Monday-to-Friday workweek.

## Telecommuting

This new benefit was created in February 2021, allowing qualified employees to telecommute up to two days a week.

## Employee Wellness

Happy, healthy employees – that’s the goal. Our Hometown Health wellness program, managed by two full-time wellness coordinators, uses incentive-based programs to promote a healthy workplace and lifestyle. In the event of an emergency, automated external defibrillators (AEDs) and staff trained in AEDs and CPR are available at both offices.

## Day Off for Volunteering

Volunteer time off is a way for us to give back to our communities. The League supports this effort by offering up to seven hours of paid time each month for employees to volunteer for a nonprofit cause.

## Impact Committee

A committee of League volunteers plans social and public service activities for the League staff. Favorite events include the Crockpot Cookoff, Ice Cream Social, Halloween Party/Costume Contest, the Corporate 5K, United Way annual workplace campaign, holiday gift drive and other public service projects.

## Comfortable and Safe Work Environment

The comfort and safety of our work environment are integral to employee satisfaction. As such, the League invests in updated office equipment, ergonomic furniture and protection devices, and we provide regular safety training. Our risk management team also conducts in-house assessments to make recommendations for improvement.



# NEVER STOP

## LEARNING + MENTORING ...

### **Tuition and Certificate Assistance, Professional Association Memberships**

The League will pay for approved professional certifications, training or continuing education. Many times, the League also supports and pays for participation in related professional associations.

### **Team-Building Events**

Individual departments hold annual strategic planning and team-building events, and a League-wide team-building activity is held at the staff retreat.

### **FLC Leadership Class**

This annual class, hand-selected by the executive director, meets five times per year to provide employees with an "MBA in FLC." Sessions

include an overview of each League department, a crash course in "Cities 101" and high-level leadership training.

### **Ongoing Education**

League employees have access to a wide variety of training. Courses are offered on a monthly and quarterly basis. Ethics, diversity and anti-discrimination/harassment training are provided annually, and individual departments hold specialized training based on their needs.

### **Internship Program**

To act as a community partner in helping to develop young professionals, the League awards up to four summer internships to qualifying college students to learn the intricacies of the League and how it functions.

“ Ever since I’ve been with the League, I’ve been given opportunities to enhance my understanding and knowledge of managing municipal risk. In addition to providing internal staff training sessions throughout the year, the League covers the cost of membership in industry associations and allows me to attend conferences and other learning events to continue my professional development. I have benefitted greatly from this ongoing learning experience which, in turn, has helped me and my team create the most comprehensive municipal risk and safety program in the State of Florida. ”

**Jonathan Jaramillo, Risk & Safety  
Consultant, Trust Services**  
More than 4 Years of Service





# KEEP THE BEST AND BRIGHTEST ...

## Employee Retention Percentages

More than 40% of League employees have 10 years or more of service, and 60% have more than five years of service.

## Compensation Study

The League performs a periodic independent compensation study to ensure competitive pay scales for all positions.

## "Grow Your Own" Philosophy

We believe in cross-training employees and providing opportunities for advancement. It is our practice to look within the organization before advertising for any new or vacant position.

## Raises and Bonuses

The League has a history of providing competitive annual raises and bonuses.

## Embracing a Diversified Staff

The League promotes and celebrates a diverse staff. Differences in perspectives, backgrounds and more make our workforce stronger and more effective.

The League created a Diversity and Equity Inclusion Council in early 2021 that is instrumental in guiding the FLC to be an inclusive and welcoming workplace.

“ I began my employment with the Florida League of Cities 11 years ago and didn't have a clue where I was headed. Little did I know, my future was filled with various opportunities within my grasp as long as I was willing to work hard and seize the opportunity. Working at the League has been quite the journey – at times challenging and stressful but rewarding nonetheless. And through it all I have grown and flourished. I can say I'm proud to work for a company that has recognized my abilities and eagerness to learn. I truly can't wait for another 10 or 20 years with the League filled with more opportunities, awesome benefits and friends that now feel like family. ”



**Esther Gustave, Lost Time Adjuster,  
Worker's Compensation**  
More than 11 Years of Service





## EMPLOYEE BENEFITS – **WE'VE GOT YOU COVERED ...**

### **Pension**

A defined benefit plan that provides the employee with a monthly retirement benefit for life is the reward for a successful career at the League. Employees are vested upon six years of service. The benefit is based on a formula of 2% per year of service and the employee's average final compensation. There is no contribution cost to the employee.

### **Insurance**

The League takes pride in providing the best health insurance possible for its employees, and it pays for all but \$75 per month of each employee's individual health care. The League pays 100% of the dental premium for each employee's individual coverage. And, through American Fidelity, a variety of additional health care benefits are available

to employees. The League provides a life insurance policy for all active employees, as well as a travel policy that provides a death benefit of \$100,000 in the event of a tragedy.

### **Medical Leave**

In the event of serious illness or injury, the League may provide up to 10 working days leave without withdrawing from the employee's personal time account. The League also offers catastrophic leave, which is up to 60 days of leave for potentially disabling or life-threatening conditions. Also, long-term disability provides 60% of earnings (tax-free) for a qualifying event.

### **Maternity/Paternity Leave**

The League provides up to six weeks of paid maternity and paternity leave (parental leave) to full-time employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care.

### **Personal Time**

The League has a generous PT system for employees.

### **Paid Holidays**

Employees receive 13 paid holidays per year including their birthday, a floating holiday (religious or cultural holiday) and a discretionary day set by the executive director.

### **Education Assistance Program**

Continuing education and employee growth are important. The League provides tuition reimbursement, up to \$2,700 per year for undergraduate school and \$5,400 per year for graduate school at an accredited college or university.

### **Employee Assistance Program**

Free counseling or other assistance, including marital, financial, drug/alcohol, family relationships and stress, is available for employees and their families.

## **Employee Referral Program**

The League offers an employee referral bonus of \$500 for each referral who successfully completes their 90-day trial period.

## **Flexible Spending Account**

Employees can contribute to medical and dependent care reimbursement accounts on a pre-tax basis.

## **Parking**

Free parking is provided to employees at both League locations, unlike many downtown businesses.

## **Pool/Rental Cars**

Pool cars or rental cars are available to employees who travel on behalf of the League.

# **IT'S A CELEBRATION ...**

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## **Holiday Luncheons**

A Thanksgiving luncheon and December holiday luncheon are held in both offices. Other holidays are celebrated and organized by the Impact Committee.

## **Retirement Celebrations**

The League hosts retirement celebrations. Retirees are encouraged to invite family and special guests who have impacted their career with the League.

## **Employee Retreat**

An employee favorite, the League hosts an annual employee retreat each fall at a central location. Staff from the Tallahassee and Orlando offices come together to celebrate the year, receive service awards, celebrate an employee of the year, recognize individual promotions and accomplishments and, most importantly, just have a great time. The retreat is an all-expense-paid overnight two-day event.

## **H.I.P.E. Award**

Recommended by their peers, an employee who exemplifies the term "Leaguer" is chosen from each office.

## **Employee of the Year Award**

Each year, the League employee who has made a lasting contribution to the Florida League of Cities and has performed his/her duties in an exemplary manner will receive this honor from the executive director.







FLORIDA LEAGUE OF CITIES

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