

**CITY OF
DELRAY BEACH
FULL-TIME EMPLOYEE
BENEFITS SUMMARY
PROFESSIONAL
FIRE FIGHTERS &
PARAMEDICS, LOCAL 1842**

BENEFITS	EMPLOYEE RECEIVES	ELIGIBILITY
<u>Vacation</u>	First to Third Year - 12 hours per month (shift); 8 hours per month (non-shift) Third to Seventh Year – 14 hours per month (shift); 9.33 hours per month (non-shift). Seventh to Eleventh Year – 16 hours per month (shift); 10.66 hours per month (non-shift). Over Eleven Years – 18 hours per month (shift); 12 hours per month (non-shift). Maximum accumulation 432 hours (shift); 288 hours (non-shift). Earned, unused vacation paid to beneficiary or estate in case of death Earned, unused vacation paid to terminated employee (in good standing) with 1 year of service and 2 weeks notice	Eligible to use accrued vacation after one (1) year continuous service
<u>Sick Leave</u>	9.6 hours per month Unused sick leave paid to terminated employee (in good standing) who gives 2 weeks notice the following: <ul style="list-style-type: none"> • 0-5 years service, 0 % • 5-10 years service, 25% (maximum 670 hours) • 10-15 years service, 50% (maximum 670 hours) • 15-20 years service, 75% (maximum 670 hours) • Over 20 years service and retiring will receive 100% (maximum accumulation 140 days (1,120 hours)-non-shift or maximum 1,344 hours – shift. 	After 6 months continuous service
<u>Donated Sick Leave</u>	Covers the period between the time an employee's own accrued leave bank has been used up. An employee who is unable to work for 30 calendar days or more due to a serious health condition, can request approval to receive a donation of accrued leave from other City employees. The request for donated time shall not exceed a maximum of 60 days less the accrued leave time bank of the individual.	
<u>Family Medical Leave</u> FMLA of 1993 Administrative Policy EB-16	Entitled to twelve (12) unpaid work weeks of leave during a twelve (12) month period for: <ul style="list-style-type: none"> • Birth or care for, placement for adoption or foster care for child • Serious health condition of spouse, child or parent • Serious health condition of employee Employee returned to same or equivalent position with no loss of seniority or benefits Employee required to continue to pay health care premiums for dependents and voluntary insurance plans.	Eligible after one (1) year of service
<u>Holidays</u>	10 paid holidays to include: New Year's Day, Martin Luther King's Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day (shift only) Thanksgiving Day, Friday following Thanksgiving Day (non-shift only), Christmas Eve, Christmas Day	Immediate

<u>Personal Holiday</u>	1 day per year (employee selection) as a paid day, not time off	After 6 months continuous service
<u>Jury Duty</u>	Paid leave for jury duty	Immediate
<u>Training Course Leave</u>	Paid leave for conferences, conventions, workshops	Immediate
<u>Reservist Training Pay</u>	Up to 17 days paid leave annually	Immediate
<u>Bereavement Leave</u>	Up to 24 hours leave (shift personnel) or 3 days (non-shift personnel) for death of family member	Immediate
<u>Retirement Plan</u>	Defined benefit plan for fire service employees At 20 years of service 3% of average monthly earnings (up to 75%). Normal retirement at 20 years of service, regardless of age. Employee contribution 6% of salary. May elect a 3.5% Enhanced Multiplier to increase accrual rate to 3.5% of average monthly earnings (up to 87.5%) for an additional employee contribution of 3%. 100% vested at 10 years, or age 55 with 10 years of credited service. Early retirement age 50 with 10 years of credited service. Disability, life, and pre-retirement death benefit provisions in plan Employer cost- sufficient funds to make Fund actuarially sound Buyback prior governmental experience up to 3 years. Deferred Retirement Option Plan (DROP) available after 20 years service	Immediate
<u>Deferred Compensation</u>	Professionally managed ICMA 457 Plan Employee contributes on a pre-tax basis up to 100% of taxable compensation after reduction for 457 deferrals or \$15,500. Employees over age 50 may contribute an additional \$5,000.	Immediate
<u>Retiree Insurance Fund</u>	Full or partial payments for health insurance premiums after retirement. The City will make an annual contribution to the Retiree Insurance Fund on behalf of each Firefighter, Firefighter/EMT, Paramedic/Firefighter, Driver Engineer, Lieutenant.	Will be determined by the Board of Trustees of the Retiree Insurance Fund.
<u>Employee/Dependent Assistance Program (EAP Program)</u>	CIGNA Behavioral Health City has an independent third party professional firm that can be used by employees and dependents free of charge for counseling on common employee and family problems to include family, marital, work-related, legal, alcohol abuse, drug abuse, emotional, physical, financial, and special services	Immediate
<u>Social Security</u>	Social Security retirement, disability and insurance benefits City contributes 7.65% of salary Employee contributes 7.65% of salary	Immediate
<u>U.S Savings Bonds</u>	Employee may buy bonds through the payroll deduction plan	Immediate
<u>Direct Deposit</u>	Employees can elect to have their payroll checks directly deposited to their checking, savings, or credit union account(s) generally resulting in free checking services at their bank	Immediate
<u>Educational Assistance</u>	City promotes continuing education of employees Free in-service training programs, outside seminars and programs Tuition, books, supplies and lab fees reimbursed at 100% of State rates for grade of "C" or better at an accredited school or university, "B" or better for graduate work	1 year, non-probationary employee. Employee must reimburse City if they leave within 1 year of last class.
<u>Employee Suggestion Program</u>	City awards employees for suggestions that result in savings, either monetary or efficiency, improved services to the public, for safety suggestions, and for work deserving of special merit consideration	Immediate

	Suggestions are reviewed by the Employee Suggestion Committee and must be approved in order to receive an award	
<u>Use of Personal Car for City Business</u>	\$.44 per mile or car allowance for those authorized individuals based upon certain mileage categories	Immediate
<u>Uniforms</u>	City provides initial sets of uniforms and replacements as needed	Immediate
<u>Incentive Pay</u>	Fire Safety Inspector- \$900 per year Hazardous Material Technician- \$900 per year S.C.B.A. Technician- \$900 per year Dive Rescue 1- \$900 per year	Upon certification Employee limited to \$2,700 per year in certification pay

For information on Group Benefits, refer to the following link under Employee Benefits:
[City of Delray Beach Benefit Handbook 2007-2008](#)

THE INFORMATION PROVIDED BY THIS EMPLOYEE BENEFITS SUMMARY IS FOR INFORMATIONAL PURPOSES, IT IS NOT AN OFFICIAL DOCUMENT OF THE CITY AND IS ONLY A GENERAL GUIDE AS TO BENEFITS, THEREFORE, THE CITY DOES NOT MAKE ANY CLAIM, PROMISE OR GUARANTEE ABOUT THE ACCURACY, COMPLETENESS, OR ADEQUACY OF THE INFORMATION CONTAINED IN THE SUMMARY.