

<p style="text-align: center;">CITY OF DELRAY BEACH FULL-TIME EMPLOYEE BENEFITS SUMMARY SERVICE EMPLOYEES INTERNATIONAL UNION</p>		
BENEFITS	EMPLOYEE RECEIVES	ELIGIBILITY
<p><u>Vacation</u></p>	<p>First to Third Year -12 days per year (8 hours per month) Third to Seventh Year -14 days (9.33 hours per month) Seventh to Eleventh Year -16 days (10.66 hours per month) Over Eleven Years -18 days (12.00 hours per month) Maximum accumulation- 36 days (288 hours) 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</p>	<p>Eligible to use accrued vacation after one (1) year continuous service</p>
<p><u>Sick Leave</u></p>	<p>12 days per year (8 hours per month) Maximum accumulation -140 days (1,120 hours) Unused sick leave paid to terminated employee (in good standing) who gives 2 weeks notice as follows:</p> <ul style="list-style-type: none"> • 0-5 years service, 0 % • 5-10 years service, 25% (maximum 560 hours) • 10-15 years service, 50% (maximum 560 hours) • 15-20 years service, 75% (maximum 560 hours) • Over 20 years service, 100% (maximum 560 hours) <p>Over 20 years service and retiring will receive 100% (maximum 1,120 hours)</p>	<p>After 6 months continuous service</p>
<p><u>Donated Sick Leave</u></p>	<p>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.</p>	
<p><u>Family Medical Leave</u></p> <p>FMLA of 1993</p> <p>Administrative Policy EB-16</p>	<p>Entitled to twelve (12) unpaid work weeks of leave during a twelve (12) month period for:</p> <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 <p>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</p>	<p>Eligible after one (1) year of service</p>

<u>Holidays</u> Article 14 of Contract	10 paid holidays to include: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day	Immediate
<u>Personal Holiday</u>	1 day per year (employee selection)	After 6 months continuous service
<u>Leaves of Absence With Pay</u>	Paid leave for jury duty, trial witness, depositions Paid leave for conferences, conventions, workshops, etc.	Immediate
<u>Reservist Training Pay</u>	Up to 17 days paid leave annually	Immediate
<u>Bereavement Leave</u>	Up to 3 days leave for death of family member in state. 5 days leave for out of state deaths.	Immediate
<u>Retirement Plan</u>	Defined benefit plan Basic benefit is 2.5% of average monthly earnings (highest paid 24 months out of last 120 months divided by 24) per year of credited service Normal retirement at age 60, early retirement at age 55 Vesting starts at 5 years, 100% vested at 10 years Disability, life, and pre-retirement death benefit provisions Employee cost 2.5% of salary. Employer cost- sufficient funds to make Fund actuarially sound	1 year of service to enter Plan Plan will cover 1st year of service once the employee enters the Plan
<u>Deferred Compensation for Participating Pension Plan Employee</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 \$5000.	Immediate
<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 Reimbursement of full City cost is required if employee leaves within 1 year of the last class	1 year, non-probationary employees
<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 Suggestions are reviewed by the Employee Suggestion Committee and must be approved in order to receive an award	Immediate

<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 pays the cost of supplying and maintaining uniforms	Immediate
<u>Incentive Pay</u>	Fleet mechanic receiving three (3) Automotive Service Council certifications- 5% bonus Upon receiving a total of six (6) certifications, mechanics receives a total bonus of 10% per pay period. Upon receiving a total of ten (10) certifications, mechanics receive a total bonus of 15% per pay period. Water Plant Operators holding A, B, or C license receive a 10% increase in hourly pay upon promotion into the A, B or C position.	Upon certification Employee must maintain certifications current throughout entire pay period Upon promotion

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

Employees are subject to (1) SEIU Contract, (2) Personnel Rules and Regulations provisions that do not conflict with (1), and internal policies and procedures that do not conflict with (1).

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.