

CITY OF DELRAY BEACH FULL-TIME EMPLOYEE BENEFITS SUMMARY POLICE BENEVOLENT ASSOCIATION		
BENEFITS	EMPLOYEE RECEIVES	ELIGIBILITY
<u>Vacation</u>	First to Third Year 12 days (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	1 year continuous service
<u>Sick Leave</u>	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 the following: <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) • Over 20 years service, retiring under Police & Firefighter's Retirement System will receive 100% (maximum 1,120 hours) 	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 and the 60 day waiting period required by the Long-Term Disability Plan. 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 Section 108 of Personnel Policies	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, Thanksgiving Day, Friday following Thanksgiving Day, Christmas Eve, Christmas Day	Immediate
<u>Personal Holiday</u>	1 day per year (employee selection)	After 6 months continuous

		service
Jury Duty	Paid leave for jury duty	Immediate
Training Course Leave	Paid leave for conferences, conventions, workshops	Immediate
Bereavement Leave	Up to 3 days leave for death of family member	Immediate
Reservist Training Pay	Up to 17 days paid leave annually	Immediate
Retirement Plan	<p>Defined benefit plan for sworn officers</p> <p>Basic benefit is 2.5% of average monthly earnings (highest two years paid divided by 24) per year of credited service (maximum of 30). At 20 years of service 3% of average monthly earnings (up to 75%).</p> <p>Normal retirement at 20 years of service, regardless of age</p> <p>100% vested at 10 years, or age 55 with 10 years of credited service. Early retirement age 50 with 10 years of credited service.</p> <p>Employee cost 6% of salary.</p> <p>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%.</p> <p>Disability, life, and pre-retirement death benefit provisions in plan</p> <p>Employer cost- sufficient funds to make Fund actuarially sound</p> <p>Buyback provisions</p> <p>Deferred Retirement Option Plan (DROP) available after 20 years service</p>	Immediate
Deferred Compensation Plan	<p>Professionally managed ICMA 457 Plan</p> <p>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.</p>	Immediate
Retiree Insurance Fund	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 Police Officer/Sergeant.	Will be determined by the Board of Trustees of the Retiree Insurance Fund.
Employee/Dependent Assistance Program (EAP Program)	<p>CIGNA Behavioral Health</p> <p>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</p>	Immediate
Social Security	<p>Social Security retirement, disability and insurance benefits</p> <p>City contributes 7.65% of salary</p> <p>Employee contributes 7.65% of salary</p>	Immediate
U.S Savings Bonds	Employee may buy bonds through the payroll deduction plan	Immediate
Direct Deposit	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
Educational Assistance	<p>City promotes continuing education of employees</p> <p>Free in-service training programs, outside seminars and programs</p> <p>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.</p>	1 year, non-probationary employees
Educational Incentive	<p>Bachelor's Degree \$2.00 per hour added to base rate of pay.</p> <p>Associate's Degree \$1.00 per hour added to base rate</p>	Immediate

	of pay.	
<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 provides initial sets of uniforms and replacements as needed	Immediate

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) Union Contract and (2) Personnel Policies to the extent they do not conflict with Union Contract, and (3) applicable internal policies and procedures.

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.