

CITY OF COCONUT CREEK
BENEFIT SUMMARY FOR PBA - SERGEANT EMPLOYEES

- HOLIDAYS:** Ten paid full-day holidays and two half-day paid holidays (Christmas Eve and New Year's Eve) per year.
- PERSONAL LEAVE:** Full-time employees shall be granted 24 hours of personal leave on January 1st, for that calendar year, which cannot be carried over from year to year.
- VACATION LEAVE:** Employees earn vacation leave from the date of hire based on the following schedule:
- Fewer than five (5) years of service: .0385 hours vacation accrual per regularly scheduled paid hour
 - Completion of five (5) years of service: .0577 hours vacation accrual per regularly scheduled paid hour
 - Completion of ten (10) years of service: .0770 hours vacation accrual per regularly scheduled paid hour
 - Completion of fifteen (15) years of service: .0962 hours vacation accrual per regularly scheduled paid hour
- Effective October 1, 2011, the following two (2) accrual tiers are available only for employees hired as a City of Coconut Creek Police Officer/Trainee/Corporal prior to October 1, 2011:
- Completion of 20 years of service prior to October 1, 2017: .1154 hours vacation accrual per regularly scheduled paid hour
 - Completion of 20 years of service on or after October 1, 2017: .1058 hours vacation accrual per regularly scheduled paid hour
- Earned vacation leave may be accumulated to a maximum of 240 hours for employees with less than 15 years completed service as the last day of the pay period including November 1 of any fiscal year.
- Earned vacation leave may be accumulated to a maximum of 320 hours for employees with 15 or more years of completed service as the last day of the pay period including November 1 of any fiscal year.
- SICK LEAVE:** Employees earn .046 hours of sick leave allowance for each hour of regular paid service, to a maximum accumulation of 520 hours. Up to 60 hours in a calendar year may be used as sickness **in the immediate family** and is deducted from accrued sick leave. Any employee, who has accumulated over 520 hours of Sick Leave as of the last day of the pay period including November first, shall convert all hours in excess of 520 at the rate according to years of service:
- Less than fifteen years of service: 2 hours of Sick Leave for 1 hour of pay at the employee's current rate of pay
 - Fifteen or more years of service: 1 hour of Sick Leave for .75 hours of pay at the employee's current rate of pay
 - Twenty or more years of service: 100% at the employee's current rate of pay.
- LONGEVITY:** Employees are eligible for longevity pay as follows:
- Upon Completion of ten (10) years of service – five percent (5%) of annual base salary paid annually as a lump sum bonus.
 - Upon completion of fifteen (15) years of service – six and half percent (6.5%) of base salary paid annually as a lump sum bonus.
- Longevity Allowance for employees hired prior to January 1, 2002:
- Upon Completion of twenty (20) years of service – ten percent (10%) of annual base salary paid annually as a lump sum bonus.
- GROUP INSURANCE PROGRAM:** For each employee, the City pays the premiums for \$20,000 Basic Life insurance, \$20,000 AD&D, and Long and Short-Term Disability, and contributes towards the total premium for medical insurance. For employees selecting the High Deductible Health Plan (HDHP), employee-only medical insurance coverage is paid 100% by the City's contribution. Most employees who enroll in the City's HDHP are eligible to participate in a Health Savings Account (HSA). For those selecting a medical plan with higher premiums, dependent coverage, and/or optional benefits, employee contributions are made through bi-weekly payroll deduction. Eligibility for coverage is the first of the month following thirty (30) days of full time employment.
- Proof of medical coverage is required for full-time City employees. However, employees may opt out of the City's group medical insurance and receive a pre-determined dollar amount paid bi-weekly through payroll. The City's insurance program includes a Section 125 Program, which allows eligible employees to pay for medical and dental insurance, dependent health coverage, HSA Contributions (if eligible), additional life insurance, some AFLAC policies, etc., and any other eligible insurance premiums with pre-tax dollars, and/or set aside pre-tax dollars for unreimbursed medical, dependent or elder care. Certain optional benefits, such as Legal Shield, Identity Shield, certain amounts of life insurance, and some AFLAC plans must be paid on a post-tax basis. All payments are made bi-weekly by payroll deduction. Changes to selections may only be made during qualifying periods.
- PENSION/RETIREMENT PLAN:** The City participates in the Florida Retirement System (FRS), which offers a choice of either a Pension Plan (defined benefit) or an Investment Plan (defined contribution). The City contributes an amount to the selected plan that is determined by the State Legislature. In addition, employees make a bi-weekly mandatory 3% contribution through payroll deduction on a pre-tax basis. The Pension Plan benefit is determined by multiplying the Special Risk rate of 3.0* times the years of FRS service times the average of the salary of the employee's highest paid five (5) or eight (8) years* of salary. The Investment Plan benefit is based on the performance of selected funds over time. Employees in the Pension Plan are vested after six (6) or eight (8) years of service*; vesting is after one (1) year of service for the Investment Plan. Normal Retirement for the Pension Plan is age 60 with 8 years of Special Risk service, or 30 years of Special Risk service regardless of age. Early Retirement is any age after eight (8) years, but less than 30 years of service (There is a penalty of 5% per year under age 60.) There is no age or service requirement that must be met to receive a benefit under the Investment Plan, provided the one (1) year vesting requirement has been met.
- **Please Note: If you have recently retired from FRS, please check the FRS website at <http://frs.myflorida.com> to review new provision changes pertaining to re-employment restrictions before applying.****
- *Age and years of service for vesting and early retirement requirements are lower for those enrolled in FRS prior to July 1, 2011. Average final compensation is based on five years for those enrolled in FRS prior to July 1, 2011, and eight years for those enrolled on or after July 1, 2011. Positions designated as "special risk" may have a different benefits multiplier, vesting requirement, and early retirement age. Please refer to: FRS Today Member Handbook for further clarification for visit myfrs.com.*
- Employees may also make voluntary contributions to a 457 Deferred Compensation Plan or Roth IRA Plan with ICMA-RC, up to the annual limit as defined by the IRS.
- RETIREMENT HEALTH SAVINGS PLAN:** Employees hired as Police Officer/Trainee/Corporal/Sergeant on or after January 1, 2002, shall receive a City contribution in the amount of 2% of annual salary (including overtime) to a Retirement Health Savings (RHS) Plan. This an employer-sponsored program designed to assist public sector employees pay for health care expenses after retirement. No contributions are made by the employee. Earnings are tax-deferred, and upon vesting and separation from City service, tax-free withdrawals may be made when used for reimbursement of qualified health care expenses.
- EDUCATIONAL REIMBURSEMENT:** Employees who have completed their one (1) year probationary period are eligible to participate in the Voluntary Tuition Reimbursement Program. With approval of the course(s) and subject to availability of funds, employees may be eligible for reimbursement of 100% for a grade of P or S or A, 75% for a grade of B, and 50% for a grade of C. The maximum tuition reimbursement available to any employee shall be the equivalent of (18) credit hours per fiscal year at either the State of Florida community college level or the State of Florida university level.