



POLICE EMPLOYEE BENEFITS For Sworn Police Employees

Vacation Leave:

While employees are working seven (7) twelve (12) hour workdays bi-weekly:

- 0-5 years = 84 hours annually
- 5-10 years = 126 hours annually
- 10 + years = 168 hours annually

While employees are working a schedule other than the seven (7) twelve (12) hour workdays bi-weekly schedule:

- 0-5 years = 80 hours annually
- 5-10 years = 120 hours annually
- 10 + years = 160 hours annually

Holidays:

- 11 holidays + 3 personal days equivalent to his/her regular workday hours, after 15 years of service 5 personal days.
- Maximum of two bonus holidays per year for no use of sick leave.

Sick Leave:

- An employee working seven (7) twelve (12) hour workdays bi-weekly shall earn sick leave at the rate of twelve (12) hours of sick leave for each month this schedule is worked. An employee working four (4) ten (10) hour workdays weekly or working five (5) eight (8) hour workdays weekly shall earn sick leave at the rate of ten (10) working hours of sick leave for each month this schedule is worked. Sick leave time shall begin to accrue from the first full week of employment. The maximum ceiling for this article shall be 1,040 hours of sick leave credits.
- Annual sell back of accrued sick time for over 300 hours at 100% of pay

Leave Accumulation Caps:

- Vacation - two times annual accrual
- Sick - 1040 hours

Medical and Dental Insurance

- Medical: UNITEDHEALTHCARE - EPO or PPO (choice of 2 plans)
- Dental: Compdent – DMO, Advantage 4 or PPO (employee has choice of one of three plans)
- 100% single coverage for medical, DMO and PPO dental plans and/or 50% dependent coverage

Short Term Disability:

- 60% of weekly salary up to \$250.00 each week for 11 weeks

Long Term Disability:

- 40% of earnings to a maximum of \$3,333. Employee has the opportunity to increase long term disability coverage to 50% or 60% of earnings.

Life Insurance/AD&D:

- \$50,000. plus employees may purchase additional insurance equal to one, two, or three times their annual base pay



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Pension:

- Employee contributes 7% of base pay and longevity
- Town contributes approximately 15.5% of base pay and longevity depending on the actuary report which indicates the amount required to fund the defined benefit levels and make the plan sound
- Normal retirement after 20 years of service (equal 75% of base and longevity pay)
- Cost of Living adjustments on retirement benefit.

Longevity:

- Paid on pro-rated bi-weekly basis
- Seven (7) to ten (10) years of service: \$1,500 per year.
- Eleven (11) years of service and over: \$2,000 per year.

Tuition Reimbursement for Job Related Education:

- The Town will pay regular full-time employees eighty percent (80%) of the educational expenses paid, up to a maximum of \$3,500 per fiscal year for no more than two (2) courses per semester (or quarter or other term designated by the educational institution at which the courses are taken) for reimbursement of educational expenses for college courses where the course is closely related to the work being performed by the employee, and when there is a reasonable indication that the course will help the employee render better performance to the town; provided the employee receives a grade of "C" or better for the course and other funds such as grants [Florida Resident Access Grant (FRAG) and all others], scholarships, fellowships, or GI bill funds are not available from which such educational expenses may be paid. If the course is presented on a "pass/fail" basis, the employee must receive a grade of "pass" to be eligible for reimbursement.
- If not employed two (2) years after each course completion, employee must reimburse for course(s) completed when separated from Town.

Service Awards:

- | | Full-time | Part-time |
|--|------------|------------|
| • Upon completion of 5 years - | \$100 cash | \$50 cash |
| • Upon completion of 10 years - | \$250 cash | \$125 cash |
| • Upon completion of 15 years - | \$350 cash | \$175 cash |
| • Upon completion of 20 years - | \$500 cash | \$250 cash |
| • Given thereafter in increments of 5 years up to 50 years of service increase by \$50.00 increments | | |

Personally Assigned Vehicle (use allowed off duty):

- Vehicle will be assigned upon successful completion of Field Training (upon discretion of the Chief)

Additional Benefits:

- Special Assignment and Duty Pay
- Deferred Retirement Option Plan (DROP)