



## TOWN OF DAVIE FOP CIVILIAN EMPLOYEE BENEFITS

### **Vacation Leave:**

- 1 - 4 years of service - 10 days (80 hours) per year
- 5 - 9 years of service - 15 days (120 hours) per year
- 10 or more years of service - 20 days (160 hours) per year

### **Holidays:**

11.5 days per year and any other days as designated by Council  
Total of 11.5 days (92 hours) of holiday time per year.

One Quality Service Day is awarded to employees who have not had any written disciplinary actions or no at fault accidents in a full fiscal year.

Must be employed for one full year to receive Quality Service Day and Birthday pay.

Eligible employee can earn 1 additional personal vacation day if sick leave is not utilized for a continuous 6 month period (total 2 personal days) during the calendar year.

### **Sick Leave:**

12 days per year (1 day (8 hours) per month)

### **Leave Accumulation Caps:**

- Vacation
  - 80 hours can be carried into the next fiscal year.
  - 120 hours can be carried into the next fiscal year.
  - (As indicated in Personnel Rules and Regulations Section 3(a) & (b).
- Sick - 1040 hours

### **Medical and Dental Insurance:**

Employees are given a choice of 2 Medical plans: Unitedhealthcare EPO or PPO,  
Dental: Compdent DMO, Advantage 3 or PPO: (Employee has choice of one of three plans):  
100% single coverage for medical and dental and/or 50% dependent coverage (except for Advantage 3. Please see Premium Contribution sheet.)

### **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:**

\$40,000 plus employees may purchase additional insurance (equal to one, two, or three times their annual base pay) and dependent insurance.

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**Pension:**

Prior to October 2006, employee contribution is 3% of base pay. Town contributes 6% of base pay. Effective the first full pay in October 2006, the Town will make available a defined benefit pension plan.

**Annual Longevity:**

Five (5) years of service -	\$500 per year
Six to Ten (6-10) years of service -	\$750 per year
Eleven (11) or more years of service -	\$1000 per year

**Tuition Reimbursement:**

The Town of Davie will pay tuition costs equivalent to those charges per credit hours made by a State university for budgeted and pre-approved job related courses at the following rate:

- "A" 100% , -"B" 85% , - " C" 70%.

Employees who resign or are terminated will be required to reimburse the Town for educational expenses if they do not complete two (2) years of service after the course is completed.