

CITY OF COCONUT CREEK
BENEFIT SUMMARY FOR ADMINISTRATIVE OFFICERS – SENIOR MANAGEMENT

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 Theft, 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 2.0%* times the years of FRS service times the average final compensation based on 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 65 with six (6) or eight (8) years of service or 33 years of service at any age, whichever occurs first. Early Retirement is any age after six (6) or eight (8) years*, but less than 33 years of service. (There is a penalty of 5% per year under age 65.) There is no age 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.*

Employees may also make voluntary contributions to a 457 Deferred Compensation Plan or Roth IRA Plans with ICMA-RC, up to the annual limit prescribed by the federal government.

RETIREMENT HEALTH SAVINGS PLAN The Retirement Health Savings (RHS) Plan is an employer-sponsored health benefit designed specifically for public sector employees to pay for health care after retirement. The City contributes 1% of the employee's taxable income into an RHS account. No contributions are made by the employee. Earnings are tax-deferred, and upon separation from City service, tax-free withdrawals may be made when used for reimbursement of qualified health care expenses.

HOLIDAYS Ten paid full-day holidays and two paid half-day holidays (Christmas Eve and New Year's Eve) per year.

PERSONAL LEAVE New employees are credited with personal leave their first year based upon date of hire as follows:

January 1st through March 30th - 16 hours
April 1st through June 30th - 12 hours
July 1st through September 30th - 8 hours
October 1st through December 31st - 4 hours

Each year thereafter, employees are credited with 16 hours of personal leave on January 1st, which cannot be carried over from year to year.

JOB BASIS LEAVE 80 hours per year, non-accumulative. (Employees hired on or after June 1st are credited with 40 hours for the first year.)

VACATION LEAVE Employees earn vacation leave from the date of hire based on the following schedule:

< 1 year of service .0384 hours per each regular paid hour 80 hrs./yr. 1+ years of service .0575 hours per each regular paid hour 120 hrs./yr. 3+ years of service .0766 hours per each regular paid hour 160 hrs./yr. 5+ years of service .0961 hours per each regular paid hour 200 hrs./yr. 10+ years of service .1153 hours per each regular paid hour 240 hrs./yr.

Maximum accumulation allowed is 280 hours as of the last day of the pay period including November 1 of any fiscal year.

SICK LEAVE Employees earn 0.0462 hours of sick leave per regular paid hour (which equates to 96 hrs./yr. for a full-time employee) with a maximum accumulation of 620 hours as of the last day of the pay period including November 1 of any fiscal year. Accumulations in excess of 520 hours shall be converted for cash payment to the employee the first pay period in December at the rate of two (2) hours of sick leave for one (1) hour of pay. Up to 40 hours in a calendar year may be used as **sickness in the immediate family** and is deducted from accrued sick leave.

LONGEVITY Employees are eligible for longevity pay as follows:

- Upon completion of five (5) through nine (9) years of service: \$500
- Upon completion of ten (10) through fourteen (14) years of service: \$1,000
- Upon completion of fifteen (15) through nineteen (19) years of service: \$1,500
- Upon completion of twenty (20) years of service: \$2,000

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 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.