

CITY OF COCONUT CREEK
BENEFIT SUMMARY FOR PBA – POLICE OFFICER & CORPORAL EMPLOYEES

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

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

January 1 through March 30th - 24 hours
April 1st through June 30th - 18 hours
July 1st through September 30th - 12 hours
October 1st through December 31st - 6 hours

Each year thereafter, all full time employees are credited with 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:

Less than 5 years	.0385 hours vacation accrual per each regular hour worked
Completion of 5 years	.0577 hours vacation accrual per each regular hour worked
Completion of 10 years	.0770 hours vacation accrual per each regular hour worked
Completion of 15 years	.0962 hours vacation accrual per each regular hour worked
Completion of 20 years	.1154 hours vacation accrual per each regular hour worked

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, 2016	.1154 hours vacation accrual per each regular hour worked
Completion of 20 years of service on or after October 1, 2016	.1058 hours vacation accrual per each regular hour worked

Maximum accumulation allowed is 240 hours as of October 1st of any year.

SICK LEAVE Employees earn .046 hours of sick leave for each hour of regular paid service, to a maximum accumulation of 520 hours. Up to 40 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, shall convert all hours in excess of 520 at a rate depending on years of service. For less than 15 years, 50% of regular pay for each hour of Sick Leave; 75% for 15 or more, but less than 20 years; and 100% for 20 or more years. All conversions are paid at the employee's current rate of pay.

LONGEVITY Employees are eligible for longevity pay as follows:

1. Upon completion of eleven (11) years of City of Coconut Creek Police Officer/Trainee Service – five percent (5%) of annual salary lump sum bonus on each anniversary.
2. Upon completion of fifteen (15) years of City of Coconut Creek Police Officer/Trainee Service – six and a half percent (6.5%) of annual salary lump sum bonus on each anniversary.
3. For employees hired as a Police Officer/Trainee/Corporal prior to January 1, 2002 only. Upon completion of twenty (20) years of service - ten percent (10%) of annual salary paid annually as a lump sum bonus.

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.

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 30 days from date of hire, with an effective date the first of the month following the thirty day eligibility period.

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 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 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 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.

The City also offers a 457 Deferred Compensation Plan with ICMA, which allows voluntary employee contributions of up \$16,500 per year. Employees 50 years of age and over may contribute an additional \$5,500 per year. Traditional and Roth IRA Plans are also available for employees to make contributions through payroll deduction.

RETIREMENT MEDICAL PROGRAM: Effective October 1, 2009, employees hired as a City of Coconut Creek Police Officer/Trainee on or after January 1, 2002, shall receive a City contribution in the amount of two-percent (2%) of annual salary (including overtime) to a Retirement Health Savings plan. Fifty percent (50%) of the account balance shall be vested upon the employee's completion of two years of City service, with full vesting reached upon meeting the retirement eligibility defined in this Section. Emergency medical withdrawal of vested funds will be permitted, pursuant to IRS guidelines.