

CITY OF COCONUT CREEK BENEFIT SUMMARY
FOR PBA – POLICE OFFICER/TRAINEE EMPLOYEES

HOLIDAYS - 11 paid full-day holidays and 2 paid half-day holidays (Christmas Eve and New Year's Eve) per year.

PERSONAL LEAVE - 24 hours/year (prorated the first year of employment based on hire date); does not roll over.

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

- < 5 years .0385 hours per each regular paid hour (84 hrs./yr.)
- 5+ years .0577 hours per each regular paid hour (126 hrs./yr.)
- 10+ years .0770 hours per each regular paid hour (168 hrs./yr.)
- 15+ years .0962 hours per each regular paid hour (210 hrs./yr.)

Effective October 1, 2011, the following two (2) accrual tiers are available only for employees hired as City of Coconut Creek Police Officer/Trainee prior to October 1, 2011:

- 20+ years of service prior to October 1, 2016: .1154 hours per each regular paid hour
- 20+ years of service on or after October 1, 2016: .1058 hours per each regular paid hour

Maximum accumulation is 240 hours as of the last day of the pay period including November 1st each year for employees with less than 15 years completed service, and 320 hours for employees with 15 or more years of completed service.

SICK LEAVE - Employees earn 0.0462 hours of sick leave for each hour of regular paid service. Accumulations in excess of 520 hours are paid out annually at a 50%, 75%, or 100% conversion rate depending on years of service.

LONGEVITY - Employees are eligible for longevity pay as follows:

- Upon completion of eleven (11) years of City of Coconut Creek Police Officer/Trainee Service – five percent (5%) of annual base salary paid annually as a lump sum bonus.
- Upon completion of fifteen (15) years of City of Coconut Creek Police Officer/Trainee Service – six and a half percent (6.5%) of annual base salary paid annually as a lump sum bonus.
- 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 and AD&D insurance, Long- and Short-Term Disability, an Employee Assistance Program (for behavioral and mental health) and contributes towards the employee and family medical insurance premiums, including 100% of the premiums for employee-only coverage on the High Deductible Health Plan (HDHP). Most employees who enroll in the City's HDHP are eligible to participate in a Health Savings Account (HSA). Eligibility for coverage is the first of the month following 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 an opt-out stipend. The City's insurance program includes a Section 125 Program, which allows eligible employees to pay for most insurance premiums with pre-tax dollars and/or set aside pre-tax dollars for unreimbursed medical, dependent or elder care. All payments are made bi-weekly by payroll deduction. Changes to selections may only be made during open enrollment or other qualifying periods.

MEDICAL PREMIUM OFFSET (LEAVE CONVERSION) - Employees may be eligible to convert accrued sick and/or vacation leave to offset medical insurance premiums under the City's group health insurance plan or to fund a Health Savings Account (HSA), if applicable.

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 that is determined by the State Legislature 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 through MissionSquare Retirement (MSQ), which allows voluntary employee contributions of up to the IRS maximum for the calendar year. A Roth IRA Plan is also available through MSQ for employees to make contributions through payroll deduction.

RETIREMENT HEALTH SAVINGS PLAN - 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 (RHS). The employer-sponsored program is designed to assist public sector employees with paying for health expenses during retirement. 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 the applicable Collective Bargaining Agreement at the time of retirement. 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.

TUITION REIMBURSEMENT PROGRAM - 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, whichever is applicable.

PUBLIC SERVICE LOAN FORGIVENESS (PSLF) - As a qualifying employer for the Public Service Loan Forgiveness (PSLF) Program, full-time employees may be eligible for student loan forgiveness. The U.S. Department of Education's PSLF Program may forgive the remaining balance on qualifying student loans after an employee has made one hundred and twenty (120) qualifying payments while working for the City and meeting requirements set forth by the Department of Education.

PAY-FOR-PERFORMANCE AND ACROSS-THE-BOARD WAGE ADJUSTMENTS - Employees are eligible for up to 5% pay-for-performance compensation (subject to the maximum of the pay scale), based upon their annual evaluation, and annual across-the-board wage adjustments, per the PBA Collective Bargaining Agreement.

DISCOUNT PROGRAMS - The City offers a variety of discount programs, including, but not limited to, Healthy Meals, Health Services, Banking / Financial, Cellular / Data and Computer Services, Entertainment, Retail and Travel.

WELLNESS PROGRAMS - The City of Coconut Creek offers a wide variety of wellness initiatives and programs, including, but not limited to, Weight Watcher's at Work, Walking Challenges, Wellness Warrior Reimbursement Program, Annual Wellness Fair, wellness preventive screenings, flu shots, and mammograms. The City is also actively expanding its focus on behavioral and mental health and is always looking for new ways to improve the overall health and wellness of its employees.