



BENEFIT INFORMATION POLICE

This leaflet provides general information that will be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item or interpretation, please feel free to contact the Human Resources Department at (954) 838-4522.

HISTORY

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat BankAtlantic Center, home of the NHL's Florida Panthers.

Sunrise has a diverse population of 90,081+ and offers its residents a variety of attractive, well-maintained neighborhoods - from private, gated golf course communities to quality rental properties. The City is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City over the past decade.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 19th largest city out of 400+ municipalities.

Through the Utilities Department, the City provides a water and sewer services to approximately 200,000 people. The Utilities/Gas Division serves people over a 30-square-mile area. The Community Development Department, performs important permitting and enforcement activities, as well as oversees the City's current construction projects and future development. The Utilities/Public Works Division maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the Police and Fire-Rescue departments provide for the safety and well being of our City, while the Finance and Administrative Services, Information Technology, and Human Resources departments carry out administrative duties. In all, approximately 1,200 employees work to make Sunrise one of the best cities in Florida.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and acres of beautifully landscaped parkland. Special trips, activities and athletic leagues are organized for children, adults and seniors through the Department of Leisure Services.

HOLIDAYS

All full-time Police Officers receive 12 paid holidays per year, payable twice annually. In addition, after completing 26 weeks of City service, Officers receive one floating personal holiday per year.

VACATIONS

The City provides full-time Police Officers with 96 hours of Annual Leave each year. To recognize length of service, employees begin earning an additional week of Annual Leave after completion of five years of service (making 136 hours of Annual Leave); they begin earning another week after completing 14 years (making 176 hours of Annual Leave); and begin earning another week after completing 20 years of service (making 216 hours of Annual Leave). Employees are eligible to use their Annual Leave as earned.

GROUP HEALTH & LIFE INSURANCE

The City offers excellent group medical coverage. The City pays 100% of the premium for full-time employees and 66-2/3% for dependent coverage. Life insurance coverage for the employee is paid for by the City.

SICK LEAVE

All full-time City employees accrue Sick Leave at the rate of eight (8) hours for each month of employment with the City, beginning on the first month of employment. As an incentive for non-use of Sick Leave, the City offers a bonus of ten (10) hours of Annual Leave every three (3) months.

OPTIONAL INSURANCE

The City offers full-time Police Officers the option of obtaining Dental Insurance, additional Life Insurance, Catastrophic Health and Intensive Care Insurance for premiums at group rates.

PENSION PLAN

The City provides defined benefit pension plans for all full-time employees. Police officers who retire after 20 years of service receive a benefit of 70% of an officer's average final compensation, regardless of age. An officer is vested after 10 years of service and can choose early retirement at reduced benefit percentages. In addition, there is a \$500 per month supplemental retirement benefit provided by the City.

DEFERRED RETIREMENT OPTION PLAN (DROP)

The City offers a deferred retirement option plan (DROP) for up to seventy-two (72) months for eligible employees.

DEFERRED COMPENSATION

The City offers employees deferred compensation plans, which are IRS-approved methods for deferring income taxes on savings until retirement. These plans are for public employees only and deferred money is invested by the ICMA Retirement Corporation into investment funds that employees choose. There is a wide range of investment options offered, and your investment choices can be changed at any time.

EMPLOYEE ASSISTANCE PLAN (EAP)

The City offers an Employee Assistance Plan (EAP) for all employees in need of such services.

BEREAVEMENT LEAVE

Any employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals.

TUITION REIMBURSEMENT

For employees with at least one (1) year of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade of A or B in the course, the employee receives 100% reimbursement. For a grade of C, the employee receives 50% reimbursement. Requests are reviewed by the Tuition Refund Committee prior to approval.

EDUCATIONAL INCENTIVE / CAREER DEVELOPMENT PAY

The Police Department provides educational incentive/ career development pay for individuals with an approved Associate or Bachelor degree and/or completion of approved career development courses up to \$1,560 per year.

CREDIT UNION

All employees of the City may join the Credit Union, which offers all normal banking services. Liberal dividends are paid on employee savings, low interest rates are available on personal loans, and the credit union offers free checking with certain minimum balances. Direct deposit is available and both savings and loan repayments can be handled through payroll deduction.

DISCOUNTS

The City also offers various discounts to its employees on major tourist attractions through the state, hotels, car rentals, etc.

“The description of benefits for which an employee may be eligible have been generally summarized in this Information Sheet for your convenience; however, you must refer to the city ordinances, collective bargaining agreements and plan documents for their actual terms. These benefits may be affected by future changes in policy, collective bargaining agreement, city ordinance and/or legislative action. The City reserves the right to increase, modify, decrease or eliminate benefits at any time. No benefit is created or maintained simply based on this document, and its contents do not give rise to any contractual rights related to continuing employment or receipt of benefits between the City of Sunrise and its employees. The information contained herein supersedes any prior benefit sheet(s).”

*Revised 10/2009
Revised 10/2013
Revised 2/26/2014*