



BENEFITS PACKAGE SUMMARY POLICE LIEUTENANTS



The City of Sunrise is an economic powerhouse in western Broward County encompassing more than 18 square miles. As the host of Sawgrass International Corporate Park – the largest business park in South Florida – Sunrise has its own flourishing job market and currently employs approximately 1,100 employees and numbers continue to rise.

The City takes a very active role in business development, recruitment and prides itself on creating job opportunities for its residents. There are very few communities of similar size that welcome the tens of millions of visitors that we do here in Sunrise, or that can boast the magnitude of regional assets found in our City.

Our City shines and we understand in order to shine brighter; we must continue to recognize our employees as one of our most valuable assets. The City of Sunrise takes great pride in recruiting future employees and developing and retaining current ones by offering our comprehensive compensation and benefits package throughout an employee's career.



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City-Paid Medical Benefits:

- Group Health Insurance: The City pays for 100% of the cost for single coverage for full-time employees and Dependent/Family Coverage. Upon retirement and separation from City employment, employee hired on or after 9/30/15 receive a monthly stipend of \$500 per month until age sixty-five (65) and \$350 per month thereafter; applicable toward retiree health coverage.
- Life Insurance: \$25,000
- Accidental Death & Dismemberment (AD&D): \$25,000
- Employee Assistance Program (EAP) through Cigna Behavioral

Retirement:

- Employee Contribution = 8%
- Vesting = 10 Years
- Average Final Compensation (AFC) = highest five (5) consecutive years of the last ten (10) years of creditable service.
- Maximum Benefit = 70% of AFC.
- Normal Retirement = Age 55 and ten (10) years of creditable service, or Age 52 and (25) twenty-five years of creditable service.
- Early Retirement = Age 50 and ten (10) years of creditable service, 3% annual reduction for each year prior to normal retirement age.
- 13th check based on monthly retirement benefit payable if the pension plan funding status is equal to or greater than 100%. Paid in December each year following retirement.
- Deferred Retirement Option Plan (DROP) = 4 years/48 months maximum
- DROP Interest Rate = Based on Actual Plan Return up to 4% Max if Plan is fully funded.



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Longevity:

Based on successful completion of full-time, continuous service with the City, employee shall receive the following:

<u>Years of Creditable Service</u>	<u>Longevity Benefit*</u>
10 Years	5.0%
15 Years	2.5% (Total 7.5%)
20 Years	2.5% (Total 10%)

* Longevity Benefit calculated on employee's base rate of pay

Holidays:

In lieu of paid day off, employees receive payment of up to 6 non-designated Holiday Days/48 hours twice per year (12 Days/96 hours annually) calculated on Base Rate of Pay, adjusted by longevity incentive pay. Employees may bank all or portion of hours to Annual Leave Accrual Bank.

Annual Leave:

Annual leave may be taken as earned. Maximum accumulation each fiscal year is 320 hours. At time of resignation or retirement, employee is paid for all annual leave accrued at their current rate of pay. Annual leave is accrued based on continuous, full-time service with the City, as follows:

<u>Completed Months of Service</u>	<u>Total Hours/Days Accrued Annually</u>
Up to and including first 60 months	96 hours/12 Days
Greater than 60 months through 120 months	136 hours/17 Days
Greater than 120 months through 180 months	176 hours/22 Days
Greater than 180 months	216 hours/27 Days

Annual Leave Cash Out:

Employee can opt to receive a one-time per year cash payment for up to forty (40) hours of annual leave, provided accrued annual leave bank does not fall below eighty (80) hours.



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Vacation Bonus Plan (Perfect Attendance):

For every three (3) month period (October 1 – December 31; January 1 – March 31; April 1 – June 30; or July 1 - September 30) in which, no sick is utilized, an employee shall receive ten (10) hours of annual leave credited for each three (3) month period (Up to 40 hours annually.)

Floating Holidays:

Upon completion of (26) weeks of full-time employment with the City, employee shall be entitled to utilize one (1) floating holiday per fiscal year. Floating holiday shall not carry over to the next fiscal year.

Sick Leave:

Each employee earns (96) hours (12 days) of sick leave annually with no waiting period for use and unlimited accrual. Upon separation of City employment due to resignation, employee shall receive payment of all accrued sick leave at a rate of twenty-five percent (25%) of the employee's current rate of pay at time of resignation. Upon separation of employment due to retirement, employee shall receive payment of all accrued sick leave at a rate of fifty percent (50%) of the employee's current rate of pay at the time of retirement.

Sick Leave Conversion:

After completion of one (1) year of continuous, full-time employment with the City, an employee may convert their unused portion of their first six (6) days (maximum of forty-eight (48) hours) of accrued sick leave into annual leave. Conversions are subject to the following: A minimum of 1440 unused sick leave hours accrued prior to hours being converted, total eligible sick leave hours to be converted shall be reduced hour-for-hour by any sick leave hours utilized during the eligible benefit period, and conversion subject to annual leave accrual cap.

Bereavement:

Qualifying City-paid Bereavement Leave as follows:

- In State = Up to 3 Days
- Out of State = Up to 4 Days - Employees on an eight (8) hour schedule may use up to five (5) consecutive work days



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Take Home Vehicle:

- Assigned City-issued take home vehicle; no personal use.

Tuition Reimbursement:

After one (1) year of full-time employment

- 100% reimbursement for a grade of A or B
- 50% reimbursement for a grade of C
- Reimbursement covers tuition, books and laboratory fees

Credit Union:

We Florida Financial Bank & Credit Union – 8890 NW 44th Street, Sunrise, FL. 33351

Optional Voluntary Benefits (paid by the employee):

- Single or Family Dental Insurance Coverage
- Single or Family Vision Insurance Coverage
- Accident Advantage
- Life Insurance Coverage
- AD&D
- Short Term Disability
- Critical Care Protection
- Cancer Protection Assurance
- ICMA Retirement Compensation Programs
 - ICMA 457 Deferred Compensation Plan
 - ICMA 401(a) Governmental Purchase Plan: Newly hired

Supplemental Incentives:

- Qualifying Incentive Pays – Shift Differential Pay, Education Pay, Certification Pay, First Responder Pay, Accreditation Pay, Safe Driving Award, Assignment Pay
- \$300 Annual Uniform Allowance, and \$200 Quarterly for Plain Clothes Officers

Important Note: 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 all applicable City ordinances, collective bargaining agreements and/or plan documents for specific terms and conditions. These benefits may be affected by future changes in policy, collective bargaining, City ordinances and/or legislative actions. 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).