

# 2015 WAGE & BENEFIT SURVEY



*Revised: 3 February 2016*

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## Agencies Included in Survey

1. Atlantis
2. Boca Raton
3. Boynton Beach \*\* <sup>1</sup>
4. Delray Beach
5. Greenacres
6. Gulf Stream
7. Highland Beach
8. Juno Beach
9. Jupiter
10. Jupiter Island
11. Lake Clarke Shores
12. Lantana
13. Manalapan
14. Martin County Sheriff's Office
15. North Palm Beach
16. Ocean Ridge <sup>2</sup>
17. Palm Beach
18. Palm Beach County School Board Police Department
19. Palm Beach County Sheriff's Office
20. Palm Beach Gardens \*\*
21. Palm Beach Shores
22. Palm Springs
23. Port St. Lucie
24. Riviera Beach
25. St. Lucie County Sheriff's Office
26. Sewalls Point
27. South Palm Beach
28. Stuart
29. Tequesta
30. West Palm Beach

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<sup>1</sup> \*\* Status Quo - No change from 2013

<sup>2</sup> \*\* Currently at Impasse - highlighted info - no changes from previous year.

## Starting Salary Comparison by Agency

AGENCY	BARGAINING UNITS	SWORN EMPLOYEES	STARTING SALARIES
Atlantis	0	14	\$45,886.00
Boca Raton Police Department	1	199	\$54,294.24
Boca Raton Fire Department	1	181	\$46,973.25
Boynton Beach	3	155	\$48,241.24
Delray Beach	2	150	\$48,000.00
Greenacres	3	51	\$45,138.00
Gulf Stream	0	11	\$47,500.00
Highland Beach	1	15	\$48,000.00
Juno Beach	1	16	\$53,000.00
Jupiter	2	109	\$48,302.00
Jupiter Island	1	16	\$49,561.00
Lake Clarke Shores	1	8	\$44,888.00
Lantana	1	27	\$44,322.10
Manalapan	1	12	\$46,700.00
Martin County Sheriff's Office	2	382	\$40,500.00
North Palm Beach	3	59	\$50,057.00
Ocean Ridge	1	21	\$47,043.36
Palm Beach	1	70	\$50,000.00
Palm Beach County School Board Police Department	1	145	\$43,301.00
Palm Beach County Sheriff's Office	3	2,136	\$49,632.00
Palm Beach Gardens	3	109	\$49,426.00
Palm Beach Shores	1	10 FT / 4 PT	\$43,000.00
Palm Springs	2	38	\$46,868.64

**STARTING SALARY COMPARISON BY AGENCY CONTINUED**

<b>AGENCY</b>	<b>BARGAINING UNITS</b>	<b>SWORN EMPLOYEES</b>	<b>STARTING SALARIES</b>
Port St. Lucie	5	242	\$42,000.00
Riviera Beach	1	114	\$41,656.00
St. Lucie County Sheriff's Office	1	506	\$38,722.00
Sewall's Point	0	8	\$41,082.00
South Palm Beach	1	6	\$43,500.00
Stuart	1	46	\$42,412.00
Tequesta	1	20 / 18	\$44,478.00
West Palm Beach	2	285	\$45,324.19

# Wage Summary

## Law Enforcement

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
Atlantis	\$45,886.00	\$63,338.00	n/a	n/a	
	\$60,322.00	\$74,671.00	n/a	n/a	
Boca Raton	\$54,294.24	\$85,425.60	\$101,335.10		
	\$82,937.71	\$98,383.38	\$111,339.07		
Boynton Beach	\$48,241.00	\$70,224.00	\$101,295.00		
	\$71,931.00	\$91,450.00	\$121,723.00		
Delray Beach	\$48,000.00	\$60,038.00	\$97,355.00	\$73,601.00	\$37,453.00
	\$82,565.00	\$97,335.00	\$114,614.00	\$117,761.00	\$58,052.00
Greenacres	\$45,138.00	\$63,513.00	\$81,295.00	\$85,359.00	\$36,477.00
	\$72,267.00	\$86,922.00	\$123,919.00	\$129,319.00	\$56,155.00
Gulf Stream	\$47,500.00	\$74,000.00			
	\$71,000.00	\$82,000.00			
Highland Beach	\$48,000.00	\$59,000.00	Non CBA	n/a	n/a
	\$70,000.00	\$79,000.00	Non CBA	n/a	n/a
Juno Beach	\$53,000.00	\$58,000.00	\$60,030.25		
	\$58,300.00	\$85,279.22	\$95,902.82		
Jupiter	\$48,302.00	\$63,410.00	\$59,911.00		
	\$76,266.00	\$95,115.00	\$95,303.60		
Jupiter Island	\$50,057.00	\$69,246.00			\$33,540.00
	\$85,625.00	\$98,700.00			\$52,385.00
Lake Clarke Shores	\$44,888.00	\$51,392.00			
	\$69,576.00	\$79,657.00			
Lantana	\$44,322.10	\$57,373.68			
	\$65,485.06	\$84,767.59			

**WAGE SUMMARY - LAW ENFORCEMENT - CONTINUED**

<b>AGENCY</b>	<b>OFFICER / DEPUTY</b>	<b>SERGEANT</b>	<b>LIEUTENANT</b>	<b>CAPTAIN</b>	<b>DISPATCHER</b>
Manalapan	\$46,700.00	n/a	\$69,407.58	n/a	\$42,405.25
	\$59,468.96	n/a	\$69,407.58	n/a	\$49,761.97
Martin County Sheriff's Office	\$40,500.00	\$62,462.00	\$96,881.16	\$105,595.44	\$31,217.00
	\$72,987.00	\$82,999.00	\$96,881.16	\$105,595.44	\$60,032.00
North Palm Beach	\$48,876.60	\$61,705.58		78944.76	\$43,500.00
	\$78,202.56	\$98,728.93		126311.62	\$69,600.00
Ocean Ridge	\$47,043.46	\$51,865.30	\$54,433.60	n/a	\$34,112.00
	\$66,194.73	\$72,979.69	\$76,593.54	n/a	\$47,985.60
Palm Beach	\$50,000.00	\$77,205.95	\$78,407.08	\$80,090.41	\$39,337.48
	\$585,828.47	\$100,651.03	\$113,226.99	\$126,418.03	\$62,091.92
Palm Beach County School Board Police Department	\$43,301.00	\$44,166.00	\$66,360.00	\$74,976.00	\$34,432.00
	\$62,059.00	\$66,059.00	\$91,533.00	\$108,315.00	n/a
Palm Beach County Sheriff's Office	\$49,632.00	\$77,172.00	\$105,480.00	\$127,118.00	\$42,900.00
	\$73,848.00	\$100,548.00	\$114,748.00	\$151,634.00	\$69,720.00
Palm Beach Gardens	\$49,426.00	\$66,235.00			\$43,029.00
	\$76,675.00	\$93,198.00			\$61,243.00
Palm Beach Shores	\$43,000.00	\$64,648.00	\$82,877.00		
Palm Springs	\$46,868.64	\$52,372.32	\$57,158.40	\$60,008.00	\$34,236.80
	\$78,034.32	\$87,207.12	\$95,201.60	\$99,944.00	\$56,992.00
Port St. Lucie	\$42,000.00		\$92,208.00	n/a	n/a
	\$70,800.00		\$106,895.00	n/a	n/a
Riviera Beach	\$41,156.00	\$51,156.00		\$62,586.87	\$32,414.31
	\$54,265.00	\$71,874.00		\$93,853.30	\$50,242.12
St Lucie County Sheriff's Office	\$38,722.00	\$66,687.00	\$78,139.00	\$89,460.00	
	\$64,661.00	\$74,419.00	\$85,200.00	\$101,720.00	
Sewalls Point	\$41,082.00	\$61,170.00			
	\$60,848.00	\$80,000.00			

**WAGE SUMMARY - LAW ENFORCEMENT - CONTINUED**

<b>AGENCY</b>	<b>OFFICER / DEPUTY</b>	<b>SERGEANT</b>	<b>LIEUTENANT</b>	<b>CAPTAIN</b>	<b>DISPATCHER</b>
South Palm Beach	\$43,500.00	n/a		n/a	
	\$64,200.00				
Stuart	\$42,412.00	\$64,186.00	N/A	\$63,165.00	\$34,352.00
	\$80,832.00	\$84,967.00	N/A	\$98,542.00	\$58,955.00
Tequesta	\$44,748.00	\$59,382.00			\$37,955.00
	\$68,886.00	\$84,997.00			\$60,729.00
West Palm Beach	\$45,324.19	\$77,498.80	\$89,718.72	\$109,062.76	\$39,832.00
	\$77,498.80	\$89,718.72	\$103,869.30	\$130,875.31	\$61,541.00



**Fire Rescue**

<b>AGENCY</b>	<b>FIREFIGHTER</b>	<b>FIREFIGHTER EMT</b>	<b>FIREFIGHTER MEDIC</b>	<b>DRIVER-ENGINEER</b>	<b>FIRE LIEUTENANT</b>
Boca Raton	\$46,973.25	\$50,537.97	\$57,994.80	\$49,321.27	\$54,019.27
	\$71,754.01	\$76,364.65	\$87,755.20	\$75,341.67	\$82,516.98
Greenacres		\$45,138.00	\$51,909.00	\$1,500.00	\$68,900.00
		\$69,487.00	\$79,913.00		\$90,668.00
Delray Beach	\$42,308.00		\$49,491.00	\$44,536.00	\$58,433.00
	\$67,872.00		\$79,395.00	\$71,446.00	\$93,740.00
North Palm Beach		\$43,500.00	\$48,876.60		\$58,212.81
		\$69,600.00	\$78,202.56		\$93,140.50
Palm Beach		\$49,307.00	\$55,425.00	\$59,948.00	\$68,986.00
		\$72,986.00	\$82,043.00	\$88,146.00	\$105,208.00
Palm Beach Gardens	\$49,040.29		+\$3,500	\$56,729.42	\$66,894.59
	\$73,990.13		+\$7,500	\$77,690.82	\$94,291.45
Riviera Beach	\$37,051.92	\$37,051.92	\$37,051.92	\$45,036.84	n/a
	\$60,853.67	\$60,853.67	\$60,853.67	\$73,360.27	n/a
Tequesta	\$43,647.00		Add'l 2%		\$59,969.00
	\$66,408.00				\$81,227.00
West Palm Beach	\$44,771.59		\$54,771.59	\$57,141.16	\$69,455.44
	\$72,928.20		\$82,928.20	\$80,403.35	\$88,644.69

## Summary of Benefits

### **Monetary Benefits**

AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
Atlantis	n/a	n/a	\$35 / Officer - Sgt		Uniforms and Dry Cleaning provided	2 hour minimum
Boca Raton	Officer - 10 Sgts - 4 Lts - 3 FF - 10 (all)			Investigations/IA 2x Year \$500 year	\$1,300 / yr	3 hour minimum
Boynton Beach	0	0	Admin \$3/\$4 Officer \$30 Sgt \$30 Lt \$30	SWAT 10% FTO/PSO 7%	\$1,600 / yr	3 hour minimum
Delray Beach	None	0-5% 0-3% Lts	City Detail reg OT; Prvt Detail / paid through DBA	K-9 \$116.29 per mo FTO - 1.5 for 12 hr shift Oth - Night Differential	Civ Attire - \$400 semi- annual; Motors - 3 pairs boots annual	3 hour minimum
Greenacres	n/a	n/a	Admin \$10 Officer \$30 Sgt \$35 Lt \$35	Detective 5% FTO/PSO \$1,500	Sworn plain clothes \$250 annually; Uniformed & PSA \$420; Shoes \$100;	3 hour minimum
Gulf Stream	3 step increases in first 18 months			n/a	Uniforms provided by department	3 hour minimum
Highland Beach	n/a	5% Annually	Officer \$45 Sgt \$45	FTO/PSO 5% Other 5%	\$520 Annually	Time and ½

**SUMMARY OF BENEFITS - MONETARY BENEFITS - CONTINUED**

AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
Juno Beach	n/a	1% (2013)	Officer - \$35 Sgts - \$45	Detective 5% FTO/PSO - 10%	Detective - \$500 / year	3 hrs Nrthrn Palm Bch O/S NPB - 4hrs
Jupiter	n/a	n/a	4 hrs @ time + ½	Detective 5% Motors 3% K-9 3 hrs comp per week / 4 hrs quality per month FTO/PSO 5%	Annual \$700 Ofcr & Sgt \$140 footwear Uniformed \$500 cleaning	3 hour minimum
Jupiter Island	n/a	0-2%	Hourly paid rate	Detective \$1,200 FTO/PSO \$1,200	Paid Dry Cleaning; \$125 annual shoe allowance	2 hour minimum
Lake Clarke Shores	n/a	Up to 4%	Time and ½	Motors 5% EMT 5% Code 5%	Uniforms provided (when needed); Shoes annually and vests every 4 years	2 hour minimum
Lantana	N/A	N/A	Admin \$6 Officer \$36	Detective 5% FTO/PSO 5%	Detective \$300 annually	3 hours
Manalapan	n/a	n/a	\$35.50	n/a	Uniforms and dry cleaning provided and \$75 annual shoes	3 hour minimum
MCSO	10 D/S 6 Sgt	3% Avg	Time & ½	FTO 5%	Non-uniform position \$100/Month \$125/Year shoe allowance	3 hour minimum
North Palm Beach	10	2.5% - 5.35%	Time & ½	Det /Motors K9 /FTO and Other 5%	\$85 / mo cleaning \$75 yr shoes	3 hours at 1.5 regular pay
Ocean Ridge	8	5%	\$30	Detective 2.5% FTO/PSO 2.5%	Town prvds all uniforms \$125/year for footwear.	3 hour minimum
Palm Beach	4 (FF only)	Up to 7.5%	Officer - \$75 Sgt - \$75 Admin \$75	Motors \$2,200 yr FTO/PSO Officer \$5,000 Sgts - \$3,000	\$1,000 Lts and above, plain clothes officer and sgts	3 hour minimum

**SUMMARY OF BENEFITS - MONETARY BENEFITS - CONTINUED**

<b>AGENCY</b>	<b>STEP PLAN(S)</b>	<b>MERIT PAY</b>	<b>OT / EXTRA DUTY</b>	<b>ASSIGNMENT PAY</b>	<b>CLOTHING ALLOWANCE</b>	<b>COURT TIME</b>
Palm Beach County Sheriff's Office	Varies from 4 to 10 depending on the position		LE \$33 Other \$38/43	Detective 5% Tactical 5% Motors 5% K9 5% FTO/PSO 5% & 10% Other - max 15%	Uniforms provided	3 hour minimum
Palm Beach Gardens			Officer \$37 Sgts \$42	Motors \$50/week K-9 \$60/month Det 5% FTO/PSO 3% 2.5% if most shift after 12am	\$100 / month shoes \$125 / yr Plain clothes \$750 / yr	3 hour minimum @ 1.5
Palm Beach Shores	n/a	n/a	Admin - \$10 Officer \$35 Sgt \$35 Lt \$35	FTO 5%	\$80 yr Shoes 100% damaged uniform replacement	4 hour minimum
Palm Springs	13+	4%	Admin Chg - \$5 / hr	Detective \$50/mo	\$500 uniform cleaning / clothing \$125 shoes CIU Add'l \$250 cleaning / clothing	4 hour minimum
Port St. Lucie	7 - Lts 7 - Sgts 13 - Officers	\$2,400 per step	Admin \$2 Ofcr \$30 Sgt & Lts \$33	Detective \$1.00 K-9 1.5 hr / day FTO/PSO 2 hr/day	\$20 / pay period - Patrol \$60 / month Investigators	2 hour minimum
Riviera Beach	11	n/a	Admin \$10 Officer \$25 Sgt \$25	K9 - \$30 /bi-weekly FTO/PSO 5%	\$500 / yr	2 hour minimum
St Lucie County Sheriff's Office	Suspended since 2007	n/a	Admin \$2 Officer \$30 Sgt \$33 Lt \$33	K9 \$525 wk K9 care \$5.00 / hour when training	Detectives - \$70 / month	3 hour minimum
Sewalls Point	19	n/a	Officer \$40	n/a	None	3 hour minimum


**SUMMARY OF BENEFITS - MONETARY BENEFITS - CONTINUED**

AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
South Palm Beach	n/a	n/a	Officer \$35 Lt \$35	FTO/PSO 5% after 5 consecutive shifts as FTO	Town provides duty gear (Uniform & Equipment) / bullet resistant vest / dry cleaning / \$75.00 show allowance per year.	3 hour minimum
Stuart	None	\$500 or \$1,000	\$32 or \$40 (Bars)	Detective 5% 1 hour per week @ \$17.00, 1 hour Comp time FTO/PSO - 1 hr OT Other - \$50 per pay midnights	Detectives Only- \$750 per year, Uniform Patrol Cleaning Service- 5 uniforms per week	Straight or OT
Tequesta			Officer \$35	FTO/PSO 5% differential	Dets - \$575 \$425 for bargaining unit; \$100 shoes	3 hour minimum
West Palm Beach	Ofcr - 12 Sgts - 4 Lts - 4	5%	Officer \$35 Sgt \$40 Lts \$45	Motors \$75 / pay period FTO/PSO 5% K-9 2.5% of base as a trainer	\$650 uniform cleaning/non-uniform cleaning allowance \$80 shoe allowance	3 hour minimum

## Extra Benefits

AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Atlantis	3 days in state 5 days out of state	10	96 hours	\$100 / year	Variest depending on service time - 4 hrs/mo up to 1 yr to 15 hrs/mo for 15 yrs and up
Boca Raton	In State - 3 days O/State - 5 days	12 per year including 2 floating	8 hours / month	5-10 y - \$600 10-15 y - \$1,025 15+ - \$1,225	0-5-8 hrs/mo 5-10-10hrs/mo 10-15-12 hrs/mo 15+ - 14 hrs/mo
Boynton Beach	3 shifts in state 5 shifts out of state	11	96 hours	None	1 YOS = 96 hrs 2-3 YOS = 120 hrs 4 YOS = 128 hrs 6 YOS = 144 hrs 7 YOS = 152 hrs 9 YOS = 168 hrs 10 YOS = 176 hrs 16 YOS = 192 hrs 20 YOS = 200 hrs
Delray Beach	3 days in state 5 days out of state	10 + 1 personal day	8 hrs/mo	n/a	0-3 YOS 12 hrs / mo 3-7 YOS 14 hrs / mo 7-11 YOS 16 hr / mo 11+ YOS 18 hrs / mo
Greenacres	24 hours Add'l 16 hrs if 200+ miles away	11	96 hours	n/a	1-5 YOS = 80 hrs 6-10 YOS = 120 hrs 11-20 YOS = 160 hrs 20 YOS = 200 hrs
Gulf Stream	3 days	12	96 hours	.5% per year up to 10%	80 hrs increasing to 200 hrs at 15 YOS
Highland Beach	3 days local 5 day outside 30 miles	15	144 hours	n/a	0-3 YOS = 10 days 3-5 YOS = 15 days 5+ YOS = 20 days
Juno Beach	3 days	11	n/a	n/a	PLT 0-4 156 hrs 5-9 208 hrs 10-15 234 hrs 15+ 273 hrs
Jupiter	3 wkg days immediate family within 2 days of death 2 add'l days travel over 400 rqd	10	12	0-5 YOS = \$250 6-9 YOS = \$375 10-15 YOS = \$500	1-4 YOS = 96 hrs 5-9 YOS = 120 hrs 10 YOS = 128 hrs 11 YOS = 136 hrs 12 YOS = 144 hrs 13 YOS = 152 hrs 14 + YOS = 160 hrs
Jupiter Island	24 hours	96 hours	96 hours	n/a	1-5 YOS = 2 wks 6-10 YOS = 3 wks 11+ YOS = 4 wks

EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Lake Clarke Shores	3 days 2 add'l if travel is necessary	11	12	n/a	1 YOS = 10 days 2-4 YOS = 12 days 5-9 YOS = 15 days 10-14 YOS = 20 days 15-19 YOS = 25 days 20+ YOS = 30 days
Lantana	3 days > 300 miles 5 days < 300 miles	11	96 hrs	\$100 per YOS after 3 years if hired prior to 10/01/05	1-5 YOS = 80 hrs 6-8 YOS = 96 hrs 9-5 YOS = 120hrs 16 + YOS = 160hrs
Manalapan	3 days immediate family	10 + 1 personal day	12	n/a	0-6 YOS = 84 hrs 7-11 YOS = 126 hrs 12+ YOS = 168 hrs
MCSO	3 days in State/ 5 days out of State	10	96 hrs	5% of lump sum on anniversary date	0-5 YOS = 6.66/month 5 + YOS = 10.00/month 11+ YOS = 11.33 month 12+ YOS = 12.00/month 13+ YOS = 12.66/month 14-15 YOS = 13.33/month 16 + YOS = 14.00/month
North Palm Beach	3 days paid	11	96 hrs		Less than 6yrs-80 hrs 6-9yrs - 120 hrs 10+ yrs - 160 hrs
Ocean Ridge	Yes: After 12 months Probation, 3 days in-state, 5 days out-of state, for immediate family. One day/year for other family other than immediate.	11	80 hrs	n/a	0-5 YOS = 80 hours 5+ - 10 YOS = 120 hours 10+ YOS = 160 hours
Palm Beach	Yes	Holiday Hrs are built in to vac leave plan	96 hrs	Bonus plan based on YOS an performance	Based on YOS
Palm Beach County School Board Police Department	3 days	11	0-10 YOS = 12 days 10+ YOS = 18 days	n/a	n/a 216 days a year work schedule

EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Palm Beach County Sheriff's Office	4 days for death of immediate family member or 5 days for death of immediate family member outside of Florida	13	FT employees accrue 4 hours per pay period during which work more than ½ of workdays	10+ YOS = 2% 15+ YOS = 5% 20+ YOS = 10%	Full time employees accrue 4 hours per pay period during which work more than ½ of workdays
Palm Beach Gardens	3 wkg days; 2 add'l wkg days for out of area	12	See Vacation 	Hired after 1991 7 YOS 2.5% 10 YOS 2.5% 15 YOS 2.5% 20 YOS 2.5%	0-4 YOS = 192 hrs 5-8 YOS = 216 hrs 9-12 YOS = 240 hrs 13-16 YOS = 276 hrs 17-20 YOS = 300 hrs 20+ YOS = 336 hrs
Palm Beach Shores	3 days + 2 add'l days if traveling over 250 miles	12	96 hours	\$100 after 2 yrs then \$50/yr up to \$1,000 after 20 yrs. Capped at \$1,000	1 <sup>st</sup> year 80 hours then 8 add'l hrs each yr up to 160 hrs at 15 yrs
Palm Springs	FT Emp up to 3 days or 24 hours w/ pay for immediate family death	13 + 8 hr for birthday	PLT replaced sick & vacation 2006	"Not legal in Florida"	0-5 YOS 160 hrs 6-10 YOS 200 hrs 11-20 YOS 240 hrs
Port St. Lucie	5 days / year	11	96 hours	Lts \$2,400 per year at Step 7	180 hrs per year
Riviera Beach	In State - 3 days O/State - 5 days	11	12	n/a	1-5 YOS - 12 days 6 YOS - 13 days 7 YOS - 14 days 8-10 YOS - 15 days 11 YOS - 16 days 12 YOS - 17 days 13 YOS - 18 days 14 YOS - 19 days 15+ YOS - 20 days
St. Lucie County Sheriff's Office	3 days in town 5 days out of town	11	12 days	n/a	1-4 YOS = 10 days 5-10 YOS = 15 days 11-20 YOS = 20 days 21 YOS = 21 days 22 YOS = 22 days 23 YOS = 23 days, etc.
Sewalls Point	None	11 + 2 floating	96 hours	None	80 hours
South Palm Beach	Within State - 3 Workdays / Outside of State - 4 Workdays with written approval	12	144 hours	10 YOS - \$1,000.00 15 YOS - \$1,000.00 20 YOS - \$1,000.00	Upon employment 3.24 hours per pay period / after 5 years- 4.84 hours per pay period / After 10 years- 6.47 hours per pay



EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Stuart	5 Days consecutive workdays with no loss of pay	9	n/a	n/a	0-2 YOS = 60 hrs 3-5 YOS = 200 hrs 6-15 YOS = 240 hrs 16+ YOS = 280 hrs grand fathered employees 296 hrs
Tequesta	3 days	12	96 hours	10 YOS = \$750 20 YOS = \$1,250	0-4 YOS = 80 hrs 5-9 YOS = 120 hrs 10 + YOS = 160 hrs
West Palm Beach	3 days	11	96 hours	Ees hired after 9/30/09 are not eligible for longevity benefits	1-4 YOS = 13 days 5-9 YOS = 17 days 10-14 YOS = 20 days 15-19 YOS = 21 days 20+ YOS = 22 days

## Miscellaneous Benefits

AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Atlantis	Chief, Detective and Crime Scene	960 hours maximum	n/a	n/a
Boca Raton	Yes \$1,200 accident free bonus Broward & Palm Beach only	Over 960 hours @ % of employer current hr rate based on # of actual hours used in previous years.		C = 50% B = 75% A = 100% Reimbursement to Agency if terminated/departed within one year
Boynton Beach	After 3 YOS if available	100 hrs per year	None	A = 100% B = 100% C = 50%
Delray Beach	Reside w/in PB or Broward County; beyond 15-mile radius of City limits reimburse City \$15 pay period	0-5 YOS - 0% 5-10 YOS 25% 10-15 YOS 50% 15-20 YOS 75% 20+ YOS 100% up to 560 hrs	\$0.50 per hr per advncmt	C and abv for UnderGrd; B and abv for Masters Limit 12 Credit hrs per fiscal yr
Greenacres	After completion of probation Must reside w/in City limits	> 5 YOS - 0% 5-10 YOS - 25% 10+ YOS = 50% Retirement = 100%	n/a	Max \$2,000 / year A = 100% B = 85% C = 75%
Gulf Stream	n/a	Annual payout	No	n/a
Highland Beach	n/a	2-5 YOS = 30% 5-10 YOS = 40% 10+ YOS = 50% (not to exceed 560 hrs)	n/a	A = 100% B = 75% C or pass = 50%
Juno Beach	To and from Work	n/a	n/a	C = 25% B = 75% A = 100%
Jupiter	n/a	Min 2 YOS = Max 480 hrs 2-5 YOS = 30% conversion 6-10 YOS = 40% conversion 10+ YOS = 50% conversion	n/a	Reimb at public tuition rate up to 5 classes / yr Percentage adjustments made on budgeted funds for the year.

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Jupiter Island	Supervisors	10+ YOS = 50% up to 160 hrs with Separation 10+ YOS = 50% up to 320 hrs retirement		\$500 per year
Lake Clarke Shores	n/a	½ of unused sick time paid at end of fiscal year	n/a	A = 100% B = 75% C = 50%
Lantana	Detectives only	Max 500hrs depending on % used payout amount is % of total used		Suspended
Manalapan	n/a	n/a	n/a	A = 100% B = 75% C = 50% \$1,500 max / year
MCSO	Yes hired prior to 10/1/13 Hired after 10/01/13 can not take home a car 15 miles of county line	25% upon resignation or retirement after 5 consecutive years up to 480; 50% upon resignation/retirement after 25 YOS Lieutenant and above 100% up to 480 hours	n/a	\$2,000 a year A = 100% B = 75% C or pass = 50% D- No Reimbursement F- No Reimbursement
North Palm Beach	Business use only	50% of a max of 60 unused sick leave days	n/a	Maximum of \$5,250 per fiscal year
Ocean Ridge	n/a	After 6 months, employee receives 1/4 of accumulated hours up to 20 Days.	n/a	n/a
Palm Beach	Capt & ^; Detectives in OCVAN unit	50% of hours Max 800 hrs	No	FT Ees in undergrad 100% for A or B; 75% for C; FT Ee in grad 100% for A or B; **Rate used is higher of PBSC or FAU
Palm Beach County School Board Police Department	Chief, Major, Commander, Sgt., Det., ERT	In accordance with FRS	4% per Step	Masters \$2,000 PhD \$4,000 Annually

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Palm Beach County Sheriff's Office	Employee must reside in Palm Beach, Martin, St. Lucie, Hendry, Broward and Okeechobee Counties. Use of Vehicle can be withdrawn for non-compliance with PBSO vehicle policies and procedures or for disciplinary reasons	5-10 YOS = 50% 10-25 YOS = 100% first 480 hours and 50% remaining hours. More than 25 YOS continuous full-time service = 100% up to 1200 hours	4.5% each (Career Deputy I, Career Deputy II, Career Deputy III, Career Deputy IV)	Up to \$5,000.00 actual tuition reimbursed for courses taken towards earning degree with passing grade of at least C. Reimbursement per fiscal year subject to restrictions in G.O.
Palm Beach Gardens	Program in place with criteria	0-4 YOS = 300 hrs 5-8 YOS = 400 hrs 9-12 YOS = 450 hrs 13-16 YOS = 500 hrs 17-20 YOS = 550 hrs 20+ YOS = 640 hrs	Follows State incentive Pay Program	N/A
Palm Beach Shores	To and From work, training, court and within 5 mile radius of primary residence	50% when leaving after 10 or more YOS up to 500 hrs max.	n/a	Yes
Palm Springs	Yes	N/A		
Port St. Lucie	Yes after 2 YOS; reside w/in 10 miles of City; work details; court; education and gym	1,040 max after 20 YOS	Sr & Mstr Sgt and Sr Lt - no pay incentive	n/a
Riviera Beach	Within City limits	Less than 15 YOS 50% up to 132 days 15 YOS or more 100% up to 132 days	FDLE Incentive courses	A = 100% B = 75% C = 50% 18 credit max/yr
St. Lucie County Sheriff's Office	In county - no fee Immediate neighboring county \$50 / month charge	Up to 720 hours	n/a	n/a
Sewalls Point	Chief and Sergeants only	Quarterly- 8 hours of pay for 16 hours, must maintain balance of 120 hours accrued sick leave	None	Yes
South Palm Beach	n/a	Upon retirement / termination employee shall be paid 50% of all accumulated sick leave over 360 hours.	Senior Patrol Officer \$1,000	Up to \$1,000 per Law Enforcement employee per Fiscal Year.

<b>MISCELLANEOUS BENEFITS - CONTINUED</b>				
<b>AGENCY</b>	<b>TAKE HOME VEHICLE -- LIMITATIONS</b>	<b>SICK PAYOUT</b>	<b>CAREER PATH</b>	<b>TUITION REIMBURSEMENT</b>
Stuart	To / From work - set by policy	Upon separation	PO 2, Master Officer, Dsptchr 2, Master Dsptchr	Yes
Tequesta	N/A	1-4 YOS = 25% 5-9 YOS = 33% 10-19 YOS = 40% 20+ YOS = 50%	N/A	Maximum of \$3,000
West Palm Beach	COP Officers and Officers who reside within the City	50% of accrued leave after 10 YOS up to a max of 960 accrued hrs	2.5% PFC 5% MPO	SUSPENDED

## Retirement Benefits

### ***Plan Type***

FRS - Florida Retirement System \* DB - Defined Benefit Plan \* DC - Defined Contribution Plan

AGENCY	FRS	DB	DC
Atlantis	✓		
Boca Raton		✓	
Boynton Beach		✓	
Delray Beach		✓	
Greenacres	✓ prior to 1996	✓	
Gulf Stream			✓
Highland Beach	✓		
Juno Beach	✓	✓	✓
Jupiter		✓	
Jupiter Island		✓	
Lake Clarke Shores			✓
Lantana		✓	
Manalapan			✓
MCSO	✓		
North Palm Beach		✓	
Ocean Ridge	✓		
Palm Beach		✓	✓
Palm Beach County School Board Police Department	✓		
Palm Beach County Sheriff's Office	✓		
Palm Beach Gardens		✓	
Palm Beach Shores	✓		
Palm Springs	✓	✓ (closed)	
Port St. Lucie		✓	
Riviera Beach		✓	

RETIREMENT BENEFITS - PLAN TYPE - CONTINUED			
AGENCY	FRS	DB	DC
St. Lucie County Sheriff's Office	✓		
Sewalls Point	401k		
South Palm Beach	✓		
Stuart	✓		
Tequesta		✓	
West Palm Beach		✓	

## Retirement Perks

AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Atlantis				
Boca Raton	20 years or age 55 w/ 10 years continuous service	75% of accrued benefit	Yes	
Boynton Beach	20 YOS or Age 50 w/ 10 YOS or Age 50 w/ 15 YOS	66.6%	Yes	No
Delray Beach	20 YOS regardless of age or Age 55 w/ 10 YOS	Duty not less than 60% AFC NonDuty2% AFC	Yes	1%
Greenacres	Nrml - 25 YOS or age 55 and 6 yrs Early - 6 YOS w/ 3% reduction for each year under Nrml	Duty - 42% AFC or accrued benefit (whichever is greater) Off-Duty - 25% AFC or accrued Benefit (whichever is greater)	n/a	3%
Gulf Stream	401K 5 yrs vested	No	No	No
Highland Beach	FRS	Yes - short & long term	FRS	FRS
Juno Beach				
Jupiter	Tier 1 - Age 55 w/ 10 YOS or Total age + Credited svc = 780 months Tier 2 - Age 55 w/ 10 YOS or total age + credited svc = 840 months and at least 25 yrs credited svc earned	Greater of 60% of covered salary at the time of disability and the monthly income payable for 10 yrs certain and life that can be provided by the single sum value of the accrued benefit plus the supplemental retirement benefit	Contribution to the DROP shall be the employee contribution rate at the time of entry into the DROP for all 4 years: 7.56% for entry before October 1, 2012; 8.78% for entry before October 1, 2014; 9.25% for entry before October 1, 2015; and 10.00% or then prevailing rate for entry on or after October 1, 2015.	n/a



RETIREMENT PERKS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Jupiter Island	59.5		n/a	1.5%
Lake Clarke Shores	n/a	Short Term	n/a	n/a
Lantana	10 year vest collection age 50	25%	Yes	
Manalapan	55	Short-term disability provided by Town	n/a	n/a
MCSO				

RETIREMENT PERS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
North Palm Beach	Normal Age 55 or 52 w/ 25 YOS Early retirement age 50	Yes	N/A	Yes
Ocean Ridge		Long and Short Term premium payed by Employer.		3% in Oct 2013
Palm Beach	Normal = 65 YOS or age 30	Yes	Yes	No
Palm Beach County School Police				
Palm Beach County Sheriff's Office	RR 62/30 YOS, SR 55/25 YOS. Post 7/1/11: RR 65/33 YOS SR 60/30 YOS	Yes	Yes	Yes
Palm Beach Gardens	55 w/ 10 YOS or 25 YOS if not vested on 9/13/12 - min 10 YOS; 52 w/ 10 YOS or 20 YOS		Yes	N/A
Palm Beach Shores		60% of Wkly Pre-dsblty Erngs/max 750 Week. Beg on 8th Day of Disability for Max of 13 Wks.		
Palm Springs				
Port St. Lucie	52 w/ 25 YOS 55 w/ 10 YOS Early rtmt penalty at 3% / yr	Yes	Yes	n/a
Riviera Beach	20 and out 55 YOA w/ 10 YOS Early 50 YOA w/ 10 YOS	Min 50% - then YOS on duty Min 40% - then YOS off duty	After 20 YOS or 50 YOA w/ 10 YOS	n/a
St. Lucie County Sheriff's Office	25 years / 30 years age 55 or 62	Yes	Yes	2012-2013 2013-2014 3%
Sewalls Point	Normal	Limited - after 6 months	n/a	n/a
South Palm Beach	Normal	Limited at 6 months	N/A	N/A

Stuart	FRS Requirements	Workman's Comp stipulations, additional contract short term disability compensation with contract/union employees	FRS Requirements	
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RETIREMENT PERS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Tequesta		Yes		No
West Palm Beach	20 YOS at 50 YOA 25 YOS at any age	66 $\frac{2}{3}$ %	Yes - Offered	If yes, up to 3% upon attainment of age 65 and based on CPI formula.

**Contribution Rates and Accruals**

<b>AGENCY</b>	<b>BENEFIT ACCRUAL RATE</b>	<b>AFC</b>	<b>MEMBER CONTRIBUTIONS</b>	<b>AGENCY CONTRIBUTIONS</b>
Atlantis	3%	All	3%	
Boca Raton	3.5% Police 3.4% Fire	Salary, Assignment Pay; Crash Fee Bonus; Longevity; Up to 300 hours overtime	10.2%	
Boynton Beach	3.5% Existing 3% New Hires	Salary first 300 hrs OT; Details elimin 10/2015	8%	
Delray Beach	20 YOS 3% > 20 YOS 2.5%	Highest 3 consecutive years out of last 10 years	9%	54.1%
Greenacres	3%	Police wages excluding OT hrs < 300 / yr, lump sum payments for accrued lv and pmts for contract details;	4%	14.34%
Gulf Stream			8%	21%
Highland Beach	FRS	FRS	FRS	FRS
Juno Beach				
Jupiter	Full benefits after 1 YOS, probationary employees shall receive benefits after the first 14 calendar days of lost time.	Total cash compensation including overtime paid for services rendered to the Town but not including any payments for extra duty or a special detail work performed on behalf of another employer.	Hired before March 6, 2012, rate of 7.56% of your Covered Salary. This rate increases to 8.78% effective October 1, 2012, 9.25% effective October 1, 2014, and 10.0% effective October 1, 2015. Hired on or after March 6, 2012, rate of 10.0% of your Covered Salary	31.67%

CONTRIBUTION RATES AND ACCRUALS - CONTINUED				
AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
Jupiter Island	n/a	n/a	0 - 2.5%	12.5%
Lake Clarke Shores	n/a	Salary, OT, Comp, Vacation, Special Details	2%	8%
Lantana	3%	Base Salary	7%	21.82%
Manalapan	n/a	n/a	6% after 1 YOS	1-6 YOS = 11% 7-8 YOS = 12% 9-10 YOS = 13% 11-12 YOS = 14% 13+ YOS = 15%
MCSO				
North Palm Beach	2.5%	Best 5 years of last 10	4%	21.08%
Ocean Ridge	Short Term: 60% weekly/\$900 Max Benefit Long Term: not to exceed 60% of last monthly earnings & \$10,000 Max Benefit		3%	14.9%
Palm Beach	DB 1.25% + DC of 4% match DC 4%	Last 5 years	6.47% mandatory	+8% to DC Plan
Palm Beach County School Board Police Department				
Palm Beach County Sheriff's Office	RR 1.6%; SR 3% per YOS		3%	RR 6.95% SR 19.06% DP 12.84%
Palm Beach Gardens				
Palm Beach Shores	2.75% (max 75%)	Base salary	8.6%	
Palm Springs			6.6%	
Port St. Lucie	3.09 per YOS	Best 5 of last 10	9%	10.5%
Riviera Beach	3%	Salary, OT, Sick Time, Vacation	8%	41.37%
St. Lucie County Sheriff's Office		Salary and OT	3%	n/a

CONTRIBUTION RATES AND ACCRUALS - CONTINUED				
AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
Sewalls Point	n/a	n/a	None required	15%
South Palm Beach				19.06%
Stuart		Salary	3%	19.82%
Tequesta		1/12 of the average salary paid during the vest 5 of the last 10 years of employment.	5%	19..66%
West Palm Beach	2.68%	Based on best 3 years, OT cap = 300 hours	11%	.5142

## Insurance Benefits

### ***Insurance provider***

AGENCY	INSURANCE PROVIDER
Atlantis	United Healthcare
Boca Raton Police Department	Florida Blue
Boca Raton Fire Department	
Boynton Beach	Cigna
Delray Beach	Cigna / Humana
Greenacres	United Health Care
Gulf Stream	Blue Cross Blue Shield
Highland Beach	BCBS (Health) / Reliance Standard (Dental) / Superior Vision (Vision)
Juno Beach	Florida Blue
Jupiter	United Health Care
Jupiter Island	Florida Blue (BCBS)
Lake Clarke Shores	United Health Care
Lantana	United Health Care / Guardian Dental
Manalapan	Florida Blue (Blue Options) / Florida Combined Life - (Dental Only)
Martin County Sheriff's Office	Florida Blue / Delta Dental / Humana Vision
North Palm Beach	Cigna Open Access
Ocean Ridge	United Health Care
Palm Beach	Florida BCBS / Dental Humana
Palm Beach County School Board Police Department	United Health Care
Palm Beach County Sheriff's Office	Cigna
Palm Beach Gardens	Blue Cross Blue Shield
Palm Beach Shores	Florida Blue / Reliance Standard
Palm Springs	Cigna Open Access HMO



AGENCY	INSURANCE PROVIDER
Port St. Lucie	Blue Choice of Florida
Riviera Beach	Coventry / Solstice Benefits
St. Lucie County Sheriff's Office	BCBS / Delta Dental / Humana Vision
Sewalls Point	Florida Blue / Standard Dental
South Palm Beach	BCBS / Lincoln National Life
Stuart	Cigna
Tequesta	Florida Blue
West Palm Beach	Cigna Open Access

**Health (Monthly)**

--Employee Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee			0
	Employee + 1 Employee + 2 Family			\$200.00
Boca Raton** (HRA Plan)	Employee	\$0.00	\$57.69	
	Employee + 1	\$147.69	\$200.77	
	Employee + 2	\$133.85	\$184.61	
	Family	\$168.46	\$228.46	
Boynton Beach	Employee		\$0.00	\$0.00
	Employee + 1		\$688.65	\$619.41
	Employee + 2		\$586.08	\$527.15
	Family		\$901.12	\$810.50
Delray Beach	Employee	\$0.00	\$29.46	
	Employee + 1	\$260.76	\$214.82	
	Employee + 2	\$204.69	\$175.39	
	Family	\$418.83	\$358.95	
Greenacres	Employee	0%		
	Employee + 1	\$363.98		
	Employee + 2	\$291.22		
	Family	\$599.89		
Gulf Stream	Employee		\$0.00	
	Employee + 1		\$0.00	
	Employee + 2		\$0.00	
	Family		\$0.00	
Highland Beach	Employee	n/a	\$0.00	n/a
	Employee + 1		\$185.23	
	Employee + 2		-	
	Family		\$308.71	

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Juno Beach	Employee	\$0.00	\$19.89	\$32.51
	Employee + sps	\$236.24	\$411.41	\$300.29
	Employee + chdrn	\$140.92	\$279.29	\$192.06
	Family	\$387.82	\$621.51	\$474.19
Jupiter	Employee	\$227.72		\$129.86
	Employee + 1	\$461.86		\$260.66
	Employee + 2			
	Family	\$729.34		\$383.14
Jupiter Island	Employee		\$34.96 / 54.68	
	Employee + 1		\$83.20 / 130.14	
	Employee + 2		\$64.33 / 100.62	
	Family		\$109.08 / 170.61	
Lake Clarke Shores <i>(Town pays \$800 monthly per employee towards all insurances.)</i> <b>HMO / HMO / HSA</b>	Employee	\$560.50	\$609.76	\$564.79
	Employee + 1	\$1,199.47	\$1,304.88	\$1,208.65
	Employee + 2	\$1,056.65	\$1,149.52	\$1,064.74
	Family	\$1,782.15	\$1,938.77	\$1,795.79
Lantana	Employee	0	0	
	Employee/Sp	\$302.02	\$262.40	
	Employee/Child	\$193.38	\$168.02	
	Family	\$441.08	\$338.22	
Manalapan	Employee		\$0.00	
	Employee + spouse		\$422.62	
	Employee + children		\$256.60	
	Family		\$686.17	
MCSO <b>**Other=High Deductible PPO</b>	Employee		\$142.96	\$106.38
	Employee Non Tobacco		\$121.78	\$78.80
	Family		\$386.04	\$287.29
	Family Non Tobacco		\$328.85	\$212.81
North Palm Beach	Employee	\$0.00		
	Employee + 1	\$107.05		
	Employee + 2	\$220.04		
	Family	\$220.04		
Ocean Ridge	Employee			\$0.00
	Employee + 1			\$575.59
	Employee + 2			\$423.20
	Family			\$871.83

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach	Employee Employee + 1 Employee + 2 Family	\$0.00 \$109.82 \$219.63 \$329.45	\$96.37 \$313.96 \$531.56 \$749.15	\$20.22 \$149.00 \$277.78 \$406.56
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family	\$90/\$50 \$270/\$136 \$320/\$178 \$460/\$302	\$465 \$1,236 \$1,348 \$1,629	
Palm Beach County Sheriff's Office	Employee Employee + 1 Employee + 2 Family	\$15.16 \$52.04 \$76.46 \$76.46	\$42.46 \$80.54 \$115.68 \$115.68	\$26.00 \$63.11 \$87.00 \$87.00
Palm Beach Gardens	Employee Employee + 1 Employee + 2 Family	\$0.00 \$0.00 \$0.00 \$116.00	\$0.00 \$0.00 \$0.00 \$220.00	
Palm Beach Shores	Employee Employee + 1 Employee + 2 Family		\$301.95 + \$192.55 \$475.90	
Palm Springs **weekly	Employee Employee + 1 Employee + 2 Family	\$12.50 \$42.50 \$72.50 \$92.50		
Port St. Lucie	Employee Employee + 1 Employee + 2 Family		\$40.00 \$151.00 \$111.00 \$93.00	
Riviera Beach	Employee Employee + 1 Employee + 2 Family	\$0.00 \$134.63 N/a \$195.21		\$15.55 \$156.54 n/a \$219.94
St. Lucie County Sheriff's Office	Employee Employee + 1 Employee + 2 Family		\$0.00 \$50.00 \$50.00 \$50.00	

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Sewalls Point	Employee Employee + 1 Employee + 2 <sup>3</sup> Family			\$50.00 \$750(Ee&Spouse) N/A \$350.00
South Palm Beach	Employee Employee + 1 Employee + 2 Family		\$25.00 \$159.80 \$91.19 \$268.89	
Stuart	Employee Employee + 1 Employee + 2 Family		\$25.00/ Buy-up \$45.03 \$102.16/ Buy-up \$146.10 \$78.37/ Buy-up \$116.71 \$166.75/ Buy-up \$226.90	
Tequesta (HSA)	Employee Employee + 1 Employee + 2 Family		\$0.00 \$171.57 \$104.44 \$263.57	
West Palm Beach	Employee Employee + 1 Employee + 2 Family	\$25.67 \$265.65 \$385.01		

<sup>3</sup> Employee + children

**Health (Monthly)**

--Employer Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family			100%
Boca Raton	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Employee + 1 Employee + 2 Family		\$732.62 \$732.62 \$732.62 \$732.62	\$658.94 \$658.94 \$658.94 \$658.94
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$474.25 \$735.18 \$696.40 \$909.09	\$555.46 \$1,013.51 \$935.95 \$1,278.82	
Greenacres	Employee Employee + 1 Employee + 2 Family	\$598.84 \$363.97 \$291.22 \$599.89		
Gulf Stream	Employee Employee + 1 Employee + 2 Family		100% n/a n/a \$3,000 annual - NRA	
Highland Beach	Employee Employee + 1 Employee + 2 Family	n/a	\$737.57 \$1,570.18 - \$2,033.07	n/a
Juno Beach	Employee Employee + sps Employee + chdrn Family	\$435.02 \$671.27 \$575.94 \$822.83	\$435.02 \$671.27 \$575.64 \$822.83	\$435.02 \$671.27 \$575.94 \$822.83

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Jupiter	Employee Employee + 1 Employee + 2 Family	\$519.40 \$1,042.60  \$1,532.52		\$519.40 \$1,042.60  \$1,532.52
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$464.47 \$1,105.44 \$854.62 \$1449.14	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	\$534.80 \$1,144.54 \$1,008.26 \$1,700.54	<i>HMO</i> \$461.62 \$1,052.07 \$926.80 \$1,563.15	<i>HSA</i> \$405.46 \$867.68 \$764.37 \$1,289.18
Lantana	Employee Employee/Sp Employee/Child Family	\$560.44 \$1,012.25 \$849.74 \$1,220.29	\$486.93 \$879.49 \$738.28 \$1,060.25	
Manalapan	Employee Employee + spouse Employee + children Family		\$920.19  \$1,530.32  \$1,364.30 \$1,793.86	
MCSO **Other=High Deductible PPO	Employee Employee Non Tobacco Family Family Non Tobacco		\$428.86 \$365.33 \$1,158.18 \$986.60	\$425.55 \$315.22 \$1,149.19 \$851.25
North Palm Beach	Employee Employee + 1 Employee + 2 Family			
Ocean Ridge	Employee Employee + 1 Employee + 2 Family			\$500.12 \$0.00 \$0.00 \$0.00
Palm Beach	Employee Employee + 1 Employee + 2 Family	\$388.21 \$827.48 \$1,266.74 \$1,706.01	\$388.21 \$827.48 \$1,266.74 \$1,706.01	\$388.21 \$827.48 \$1,266.74 \$1,706.01

**INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED**

<b>AGENCY</b>	<b>COVERAGES</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family	\$480 \$780 \$813 \$981	\$461 \$780 \$810 \$950	
Palm Beach County Sheriff's Office	Employee Employee + 1 Employee + 2 Family	\$362.76 \$748.49 \$988.05 \$988.05	\$381.06 \$801.69 \$1,058.43 \$1,058.43	\$370.53 \$773.47 \$1,028.89 \$1,028.89
Palm Beach Gardens	Employee Employee + 1 Employee + 2 Family	\$547.60 \$0.00 \$0.00 \$1,305.88	\$725.78 \$0.00 \$0.00 \$1,410.23	
Palm Beach Shores	Employee Employee + 1 Employee + 2 Family		\$437.61 \$739.56 \$630.16 \$913.51	
Palm Springs **less Emp Contribution	Employee Employee + 1 Employee + 2 Family	\$551.93 \$1,048.66 \$1,048.66 \$1,611.62		
Port St. Lucie	Employee Employee + 1 Employee + 2 Family		\$459 \$1,109 \$813 \$1,605	
Riviera Beach	Employee Employee + 1 Employee + 2 Family	\$729.22 n/a \$729.22		\$729.22 n/a \$729.22
St. Lucie County Sheriff's Office	Employee Employee + 1 Employee + 2 Family		\$489.56 \$1,074.66 \$819.98 \$1,493.36	
Sewalls Point	Employee Employee + 1 Employee + Ch Family			Varies by Age Varies by Age n/a Varies by Age



**INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED**

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
South Palm Beach	Employee Employee + 1 Employee + 2 Family		\$416.97 \$656.67 \$553.75 \$820.30	
Stuart	Employee  Employee + 1  Employee + 2  Family		\$89.00/ Buy-up \$159.75 \$362.20/ Buy-up \$517.99 \$277.85/ Buy- up \$413.40 \$591.20/ Buy- up \$804.46	
Tequesta	Employee Employee + 1 Employee + 2 Family		\$497.30 \$1,012.02 \$810.61 \$1,288.01	
West Palm Beach	Employee Employee + 1 Employee + 2 Family	\$456.46 \$732.35  \$1,061.39		

**Dental & Vision (Monthly)**

– Employee Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family			
Boca Raton	Employee Employee + 1 Employee + 2 Family	\$0.00 \$4.12 \$9.62		
Boynton Beach	Employee Employee + 1 Employee + 2 Family		\$0.00 \$51.86	\$0.00 \$7.16
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$15.99 \$30.40 N/A \$40.17	\$30.70 \$58.87 N/A \$96.07	\$4.92 \$9.57 N/A \$13.74
Greenacres	Employee Employee + 1 Employee + 2 Family	\$0.00 \$17.03 \$19.07 \$38.66		
Gulf Stream	Employee Employee + 1 Employee + 2 Family			
Highland Beach	Employee Employee + 1 Employee + 2 Family	n/a	\$0.00 \$51.04 -\$ \$115.10	n/a
Juno Beach	Employee Employee + sps Employee + chdrn Family	\$15.00/\$0.00 \$16.80/\$0.00 \$34.04/\$8.44		
Jupiter	Employee Employee + 1 Employee + 2 Family	\$3.84 \$6.72 \$9.98	\$18.40 \$36.50 \$54.58	

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$0.00 \$41.60 \$86.22 \$86.22	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family			
Lantana (DMO Dental / Eye)	Employee Employee/Sp Employee/Child Family	\$0 / - \$5.00 / - \$6.12 / - \$11.12 / -	0 / \$6.70 0 / \$12.72 0 / \$13.40 \$21.36 / \$19.68	
Manalapan	Employee Employee + spouse Employee + children Family		\$0.00 \$14.39 \$15.54 \$30.01	
MCSO ** Dental TOA / PPO / Vision	Employee Employee + 1 Employee + 2 Family	\$7.99 n/a n/a \$19.59	\$11.07 n/a n/a \$27.15	\$5.60 n/a n/a \$16.04
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$0.00 \$5.85 \$5.85 \$5.85	\$16.78 \$63.02 \$63.02 \$63.02	
Ocean Ridge	Employee Employee + 1 Employee + 2 Family			\$0.00 D=10.20/V=4.91 D=15.73/V=5.81 D=23.87/V=11.29
Palm Beach	Employee Employee + 1 Employee + 2 Family		\$0.00 \$36.57 \$60.39	
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family	\$8 / \$3 \$14 \$17 \$22	\$15 / \$7 \$37 \$42 \$56	

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach County Sheriff's Office	Employee	\$0.00	\$0.00	n/a
	Employee + 1	\$7.24	\$15.09	n/a
	Employee + 2	\$13.01	\$20.77	n/a
	Family	\$13.01	\$20.77	n/a
Palm Beach Gardens	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Palm Beach Shores	Employee		\$8.48	
	Employee + 1		\$10.89	
	Employee + 2		\$19.37	
	Family			
Palm Springs	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Port St. Lucie	Employee	Included w/ Health Insurance		
	Employee + 1			
	Employee + 2			
	Family			
Riviera Beach	Employee	\$0.00	\$5.94	
	Employee + 1	n/a	n/a	
	Employee + 2	n/a	n/a	
	Family	\$7.56	\$27.09	
St. Lucie County Sheriff's Office	Employee	\$0.00	\$1.89	
	Employee + 1	\$4.16	\$7.48	
	Employee + 2	\$4.16	\$7.35	
	Family	\$9.50	\$13.69	
Sewalls Point	Employee			\$36.40
	Employee + 1			\$36.40
	Employee + 2			N/a
	Family			\$36.40

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
South Palm Beach	Employee Employee + 1 Employee + 2 Family		\$0.00 \$20.54 \$18.32 \$43.45	
Stuart	Employee Employee + 1 Employee + 2 Family	N/A N/A N/A N/A	\$0.00 N/A N/A \$9.07	N/A N/A N/A N/A
Tequesta	Employee Employee + 1 Employee + 2 Family		\$0.00  \$65.71	
West Palm Beach	Employee Employee + 1 Employee + 2 Family		\$15.39 \$30.33 \$54.20	

**Dental & Vision (Monthly)**

– Employer Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family			100%  100%
Boca Raton	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Employee + 1 Employee + 2 Family		\$28.86  \$28.86	\$3.50  \$3.50
Delray Beach	Employee Employee + 1 Employee + 2 Family			
Greenacres	Employee Employee + 1 Employee + 2 Family	\$34.06 \$17.03 \$19.07 \$38.66		
Gulf Stream	Employee Employee + 1 Employee + 2 Family			
Highland Beach	Employee Employee + 1 Employee + 2 Family	n/a	\$40.06 \$40.06 -\$ \$40.06	n/a
Juno Beach	Employee Employee + sps Employee + chdrn Family	\$29.99/\$5.74 \$44.99/\$0.00 \$46.78/\$0.00 \$64.03/\$0.00		
Jupiter	Employee Employee + 1 Employee + 2 Family	\$8.98 \$15.68  \$23.28	\$18.40 \$36.50  \$54.58	

DENTAL & VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$35.87 \$35.87 \$35.87 \$35.87	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	\$47.64 \$93.65 \$97.98 \$148.37		
Lantana	Employee Employee/Sp Employee/Child Family	\$12.86 \$20.33 \$22.03 \$29.50	\$31.23   \$63.17	
Manalapan	Employee Employee + spouse Employee + children Family		\$27.34 \$41.74 \$42.87 \$57.33	
MCSO ** Dental TOA / PPO / Vision	Employee Employee + 1 Employee + 2 Family	\$23.98 n/a n/a \$58.76	\$23.98 n/a n/a \$58.76	\$0.00 n/a n/a \$0.00
North Palm Beach	Employee Employee + 1 Employee + 2 Family			
Ocean Ridge	Employee Employee + 1 Employee + 2 Family			D=13.75/V=5.85
Palm Beach	Employee Employee + 1 Employee + 2 Family		\$41.74 \$41.74 \$41.74	
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family			

DENTAL & VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach County Sheriff's Office	Employee	\$15.23	\$17.46	n/a
	Employee + 1	\$15.25	\$21.14	n/a
	Employee + 2	\$27.41	\$29.08	n/a
	Family	\$27.41	\$29.08	n/a
Palm Beach Gardens	Employee		\$25.80	
	Employee + 1		\$0.00	
	Employee + 2		\$0.00	
	Family		\$81.88	
Palm Beach Shores	Employee		\$16.88	
	Employee + 1		\$25.36	
	Employee + 2		\$27.77	
	Family		\$36.25	
Palm Springs	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Port St. Lucie	Employee	Included w/ Health Insurance		
	Employee + 1			
	Employee + 2			
	Family			
Riviera Beach	Employee	\$10.91	\$10.91	
	Employee + 1	n/a	n/a	
	Employee + 2	n/a	n/a	
	Family	\$10.91	\$10.91	
St. Lucie County Sheriff's Office	Employee	\$29.76	\$29.76	
	Employee + 1	\$43.92	\$43.92	
	Employee + 2	\$41.98	\$41.98	
	Family	\$46.97	\$46.97	
Sewalls Point	Employee		\$36.64	
	Employee + 1		\$79.68	
	Employee + 2		\$96.00	
	Family		\$129.30	
South Palm Beach	Employee		\$52.49	
	Employee + 1		\$83.29	
	Employee + 2		\$79.98	
	Family		\$117.67	
Stuart	Employee	N/A	\$0.00	N/A
	Employee + 1	N/A	N/A	N/A
	Employee + 2	N/A	N/A	N/A
	Family	N/A	\$18.07	N/A



**DENTAL & VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED**

<b>AGENCY</b>	<b>COVERAGES</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
Tequesta	Employee Employee + 1 Employee + 2 Family		\$38.67  \$0.00	
West Palm Beach	Employee Employee + 1 Employee + 2 Family		\$15.40 \$30.34 \$54.21	

## Definitions

- ▶ **AFC = Average Final Compensation**
- ▶ **AMC = Average Monthly Compensation**
- ▶ **DB = Defined Benefit** : plan in which an employer/sponsor promises a specified monthly benefit on retirement that is predetermined by a formula based on the employee's earnings history, tenure of service and age, rather than depending directly on individual investment returns.
- ▶ **DC = Defined Contribution** : plan in which the amount of the employer's annual contribution is specified.[1] Individual accounts are set up for participants and benefits are based on the amounts credited to these accounts (through employer contributions and, if applicable, employee contributions) plus any investment earnings on the money in the account.
- ▶ **ECI = Employment Cost Index** : The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries.
- ▶ **FRS = Florida Retirement System** : The FRS Investment Plan is a defined contribution retirement plan qualified under Section 401(a) of the Internal Revenue Code. This means that employee and employer contributions are made to each member's account under the Plan. These contributions are set by state law based on retirement membership class, as described in this Plan document.
- ▶ **YOA = Years of Age**
- ▶ **YOS = Years of Service**