

2014 WAGE & BENEFIT SURVEY



Revised: 25 June 2014

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Agencies Included in Survey

1. Atlantis
2. Boca Raton
3. Boynton Beach ** ¹
4. Delray Beach
5. Greenacres
6. Gulfstream **
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
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

¹ ** Status Quo - No change from 2013

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	164	\$48,241.24
Delray Beach	2	141	\$44,310.00
Greenacres	2	49	\$45,138.00
Gulfstream	0	11	\$45,500.00
Highland Beach	1	15	\$48,000.00
Juno Beach	1	16	\$47,839.55
Jupiter	2	109	\$44,169.06
Jupiter Island	1	16	\$49,561.00
Lake Clarke Shores	n/a	14	\$44,888.00
Lantana	1	28	\$44,322.10
Manalapan	1	8	\$46,700.00
Martin County Sheriff's Office	2	370	\$40,500.00
North Palm Beach	3	59	\$48,876.60
Ocean Ridge	1	20	\$47,043.36
Palm Beach	0	70	\$47,000.00
Palm Beach County School Board Police Department	1	145	\$43,301.00
Palm Beach County Sheriff's Office	3	2,121	\$48,168.00
Palm Beach Gardens	3	164	\$48,241.24
Palm Beach Shores	1	11	\$40,500.00
Palm Springs	1	40	\$45,056.00

STARTING SALARY COMPARISON BY AGENCY CONTINUED

AGENCY	BARGAINING UNITS	SWORN EMPLOYEES	STARTING SALARIES
Port St. Lucie	5	242	\$42,000.00
Riviera Beach	1	114	\$38,469.00
St. Lucie County Sheriff's Office	1	506	\$38,722.00
Sewalls Point	0	8	\$39,125.00
South Palm Beach	1	6	\$43,500.00
Stuart	1	49	\$41,176.00
Tequesta	3	20 / 18	\$42,179.55
West Palm Beach	2	280	\$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	\$44,310.00	\$58,039.00	\$67,523.00	\$73,601.00	\$37,453.00
	\$80,160.00	\$94,500.00	\$108,037.00	\$117,761.00	\$58,052.00
Greenacres	\$45,138.00	\$63,513.00	\$80,094.00	\$84,098.00	\$35,762.00
	\$70,023.00	\$85,114.00	\$107,366.00	\$127,408.00	\$55,478.00
Gulfstream	\$45,500.00	\$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	\$47,839.55	\$57,633.37	\$60,030.25		
	\$70,526.50	\$85,279.22	\$95,902.82		
Jupiter	\$44,169.06	\$54,971.88	\$59,911.00		
	\$73,161.97	\$90,271.35	\$95,303.60		
Jupiter Island	\$49,561.00	\$69,246.00			\$33,540.00
	\$84,804.00	\$98,700.00			\$52,385.00
Lake Clarke Shores	\$44,888.00	\$51,392.00	\$58,839.00		
	\$69,576.00	\$79,657.00	\$91,200.00		
Lantana	\$44,322.10	\$57,373.68	n/a	n/a	\$35,004.00
	\$65,485.06	\$84,767.59			\$52,506.00

WAGE SUMMARY - LAW ENFORCEMENT - CONTINUED

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
Manalapan	\$46,700.00	n/a	\$67,980.00	n/a	\$41,533.06
	\$66,626.26	n/a	\$67,980.00	n/a	\$48,738.46
Martin County Sheriff's Office	\$40,500.00	\$62,462.00	\$90,458.64	\$106,509.60	\$29,170.00
	\$72,987.00	\$82,999.00	\$90,458.64	\$106,509.60	\$53,070.00
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	\$47,000.00	\$69,348.00	\$76,124.00	\$77,757.00	\$38,191.00
	\$74,492.00	\$90,407.00	\$109,928.00	\$122,735.00	\$60,283.00
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	\$48,168.00	\$74,916.00	\$97,596.00	\$121,644.00	\$41,640.00
	\$71,688.00	\$97,596.00	\$111,384.00	\$145,104.00	\$67,668.00
Palm Beach Gardens	\$46,149.15	\$53,338.00			\$42,185.00
	\$55,090.00	\$103,515.02			\$62,550.81
Palm Beach Shores	\$40,500.00	\$63,000.00	\$74,000.00		\$40,000.00
Palm Springs	\$45,056.00	\$50,341.00	\$56,035.00	\$58,822.00	\$33,571.00
	\$72,138.00	\$80,590.00	\$89,752.00	\$94,203.00	\$53,726.00
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	\$38,469.00	\$51,164.00		\$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	\$39,125.00		\$70,000.00		

WAGE SUMMARY - LAW ENFORCEMENT - CONTINUED

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
South Palm Beach	\$43,500.00	n/a		n/a	
Stuart	\$41,176.00	\$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	\$42,179.55	\$59,332.00	\$58,737.00	\$61,504.00	\$37,955.00
	\$68,828.00	\$84,925.00	\$93,979.00	\$98,408.00	\$60,728.00
West Palm Beach	\$45,324.19	\$73,808.38	\$85,080.00		
	\$73,808.38	\$85,446.00	\$98,923.00		

Fire Rescue

AGENCY	FIREFIGHTER	FIREFIGHTER EMT	FIREFIGHTER MEDIC	DRIVER-ENGINEER	FIRE LIEUTENANT
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	\$51,908.00	\$1,500.00	\$66,250.00
		\$635,813.00	\$73,039.00		\$88,781.00
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	\$59,548.00	\$66,972.00
		\$72,986.00	\$82,043.00	\$88,146.00	\$99,136.00
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	\$59,969.00		\$62,967.00
		\$60,234.00	\$77,359.00		81227

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	Officer \$30 Sgt \$30 Lt \$30	Tact/SWAT 5% FTO/PSO 5%	\$250 / quarter	3 hour minimum
Delray Beach	10	Frozen	Admin \$5.20 Officer \$28 Sgt \$28 Lt \$28	K-9 \$1,395.48 yr plus 1 hr / day OT Other \$.075	Civilian Attire \$400 semi-annual basis; Motors - boots as needed, 3 pair pants annually	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; Fire \$400 to purchase items	2 hour minimum
Gulfstream	3 step increases of \$2,600 each in first 18 months			n/a	Uniforms, equipment, cleaning and maintenance provided	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	n/a	Time and ½	n/a	n/a	Overtime pay if not on duty
Lantana	10		Admin \$5 Officer \$37 Sgt \$37	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	5% Avg	Time & ½	FTO/PSO 5%	Non-uniform position \$100/Month \$125/Year shoe allowance	3 hour minimum
North Palm Beach	10	2.5% - 5.35%	Time & ½	Det 5% Motors 5% K9 5% FTO 5% 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 provides all uniforms \$125/year for footwear.	3 hour minimum
Palm Beach	n/a	Up to 7.5%			No	

SUMMARY OF BENEFITS - MONETARY BENEFITS - CONTINUED

AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
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%	n/a	3 hour minimum
Palm Beach Gardens			Officer \$37 Sgts \$42	Motors \$50/week K-9 \$60/month	\$100 / month shoes \$125 / yr Plain clothes \$750 / yr	3 hour minimum
Palm Beach Shores	n/a	n/a	Admin - added to rate OT= 1½ Detail \$30	n/a	100%	1.5 hrs
Palm Springs	13	4%	Admin Chg - \$5 / hr \$30	Detective \$50/mo K-9 \$50/mo Special Units \$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	n/a	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	n/a	\$500 or \$1,000	\$32 or \$40 (Bars)	Detective 5% 1 Hr OT FTO 2 ½ Cpl, \$50@pay period for Midnights	Detectives \$500 / year	Straight or OT
Tequesta			Officer \$35 Sgts \$40 Lts \$40	FTO/PSO & Det 5% differential	Dets - \$575 \$425 for bargaining unit; \$100 shoes	3 hour minimum after 3 hrs - actual time
West Palm Beach	11 - 5% year		Officer \$35 Sgt \$40 Lts \$45	Motors \$150 / month FTO/PSO 5%	\$730	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	5 YOS = \$500 10 YOS = \$1,000 15 YOS = \$1,500 20 YOS = \$2,000	96 hrs to 200 hrs per yr based on YOS
Delray Beach	3 days in state 5 days out of state	9 + 1 personal day	8 hrs/mo	n/a	0-3 YOS 8 hrs / mo 3-7 YOS 8.33 hrs / mo 7-11 YOS 10.66 hr / mo 11+ YOS 12 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
Gulfstream	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 dollars per year 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 = 10 days 7-11 YOS = 15 days 12+ YOS = 20 days
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	12	96 hrs	No	Yes
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	Up to four days for death of immediate family member or five days for death of immediate family member outside of Florida	13	Full time 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					
Palm Beach Shores	3 days immediate family Travel in excess of 250 miles/2 add'l days	12	12		10 days after 1 YOS - increases by 1 day each add'l YOS to max of 20 days
Palm Springs	24 hours	13	PLT 1-5-160 hr 6-10-200 hr 11-20-250 hr 21+-280 hr	n/a	Eligible after 6 mo; Max 24 hrs 1-3 yrs 80 hrs 4-9 yrs 120 hrs 10-19 yrs - 160 hrs 20+ yrs - 200 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	n/a	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 period.

EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Stuart	5 days	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 - Addl 2 vac days if over 400 miles travel	11	95 hours	None - Not eligible if hired after 9/30/2009	1-4 YOS = 104 hrs 5-9 YOS = 136 hrs 10-14 YOS = 160 hrs 15-19 YOS = 168 hrs 20+ YOS = 176 hrs

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	Road patrol after 3 years	50%	0	A = 100% B = 90% C = 80%
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%	5 steps \$1,000 per step	< \$2,000 / yr - remain employed for minimum of 1 yr after completion; passing grade; Based on budget
Greenacres	After completion of probation	> 5 YOS - 0% 5-10 YOS - 25% 10+ YOS = 50% Retirement = 100%	n/a	Max \$2,000 / year A = 100% B = 85% C = 75%
Gulfstream	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	n/a
Lantana	Detectives and Command staff	Max 500hrs depending on % used payout amount is % of total used	Step Plan 10 Steps	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 - 15 miles of the county line Hired after 10/01/13 can not take home a car	25% upon resignation or retirement after 5 consecutive years up to 480 50% upon resignation retirement after 25 consecutive years up to 480 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	n/a	Yes	No	Yes
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	Travel in or through City limits required			
Palm Beach Shores	To and From work	After 10 YOS, 50% of unused sick leave to a max of 500 hours	n/a	Yes
Palm Springs	Must live within city limits or be on call	Final payout: 0-5 - 240 hrs 6-10 - 360 hrs 11-20 - 480 hrs 21+ - 600 hrs		Pre-approval by Director required
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	n/a	Quarterly- 8 hours of pay for 16 hours, must maintain balance of 120 hours accrued sick leave	None	No
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.

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Stuart	To / From work - set by policy	Upon separation	PO II, Master Officer, Dsptchr II, Master Dsptchr	Yes
Tequesta	Fuel charge of \$15 / pay period if o/s 10 mile radius of Village	1-4 YOS = 25% 5-9 YOS = 33% 10-19 YOS = 40% 20+ YOS = 50%		Maximum of \$3,000
West Palm Beach	Live in City; Days of work only for Patrol	50%	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	✓	
Gulfstream			✓
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 5 YOA and 15 YOS	66 2/3%	Yes	No
Delray Beach	Normal 52 yrs Ees terminating prior to 10/1/89 - 52 yrs; 20 yrs svc on or after 12/31/99 55; Early 50 yrs; 10 YOS	Duty - 10 YOS 60% of avg on date of disability; Eff 5/3/11 - 61%; Non-Duty 2% avg mo earnings min shall not be less than 25% mo earnings	5 years	Minimum 1% Maximum 4%
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%
Gulfstream	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	Yes in years when investment return exceeds 8% and a cumulative net actuarial gain has been determined COLA may be provided to retirees
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 YOA & Svc Vesting 10 YOS	Offered, completely subsidized	Yes	No
Palm Beach County School Board Police Department				
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	59 YOS	Duty and Non-Duty	Yes	
Palm Beach Shores		60% of Weekly Pre-disability Earnings/max 750 Week. Begins on 8th Day of Disability for Max of 13 Weeks.		
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	Normal 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	59 ½ years for 401 K	None		None
Stuart		Yes	Yes	Yes

RETIREMENT PERS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Tequesta	Age 55 w/ 6 YOS Age 52 w/ 25 YOS or Age 50 w/ 6 YOS w/ 3% reduction penalty	On Duty - 42% of AMC Off Duty - Calculated as Normal Rtmt Benefit	Yes	
West Palm Beach	20 YOS at 50 YOA 25 YOS at any age	66 $\frac{2}{3}$ %	5 years maximum to 30 YOS	Age 65 by ECI Index

Contribution Rates and Accruals

AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
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%	Best 60 consecutive months of last 120 months	8%	
Delray Beach	20 YOS 3.5% > 20 YOS 2.5%	Highest 3 consecutive years out of last 10 years	9%	54%
Greenacres	3%	Police wages excluding OT hrs < 300 / yr, lump sum payments for accrued lv and pmts for contract details; Fire - same excluding shoe allowances and other bonuses	4%	17.87%
Gulfstream		Salary, longevity, holiday & incentive pay	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%	Best 5 of last 10	7%	22.39%
Manalapan	n/a	n/a	6% after 1 YOS	0-6 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 4%	Last 5 years	6.47% mandatory	
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	3%		3%	
Palm Springs			3%	14.9%
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 only	3%	3%
Tequesta	0-6 YOS 3% +4 YOS 3.5% +5 YOS 4% +6 YOS 3% +4 YOS 2% 25 ▲ YOS 3%	Total cash remuneration pd for svc rendered as a police officer 1/12 of average salary of best 5 YOS of last 10 YOS	5%	13.2%
West Palm Beach	2.68% for 26 years the ▼ to 1% after 26 YOS	300 hours	11%	41.46%

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 after 9/2010
Gulfstream	Blue Cross Blue Shield (Eff 10/2013)
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	Aetna / Guardian
Manalapan	Florida Blue (Blue Options) / Lincoln Financial - (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	BCBS / Dental only No vision
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	Humana 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 / Guardian
South Palm Beach	BCBS / Lincoln National Life
Stuart	
Tequesta	Cigna High Deductible Health Plan (HDHP/HSA) / MetLife PPA, Vision - voluntary - No employer contribution
West Palm Beach	Cigna

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			
	Employee + 1			
	Employee + 2			
	Family			
Delray Beach	Employee	\$0.00	\$83.35	\$27.41
	Employee + 1	\$250.94	\$523.42	\$199.83
	Employee + 2	\$200.98	\$443.45	\$163.15
	Family	\$425.77	\$803.51	\$326.32
Greenacres ²	Employee	0%		
	Employee + 1			
	Employee + 2			
	Family			
Gulfstream	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	

² Dependent coverage is 100% paid by the employee.

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	Employee	<i>Town pays \$800 monthly per employee towards all insurances.</i>		
	Employee + 1			
	Employee + 2			
	Family			
Lantana	Employee	0	\$27.88	
	Employee + 1	\$192.48	\$259.18	
	Employee + 2	\$144.82	\$201.36	
	Family	\$252.82	\$341.22	
Manalapan	Employee		\$0.00	
	Employee + spouse		\$359.40	
	Employee + children		\$218.39	
	Family		\$583.59	
MCSO	Employee		\$132.99	\$106.38
	Employee + 1		\$113.29	\$78.80
	Employee + 2		\$359.10	\$287.29
	Family		\$305.90	\$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			\$630.15
	Employee + 2			\$463.31
	Family			\$954.48

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach	Employee	\$0.00	\$9.33	\$44.48
	Employee + 1	\$50.69	\$68.77	\$144.90
	Employee + 2	\$101.37	\$128.21	\$245.34
	Family	\$152.05	\$187.64	\$345.76
Palm Beach County School Board Police Department	Employee	\$90/\$50	\$465	
	Employee + 1	\$270/\$136	\$1,236	
	Employee + 2	\$320/\$178	\$1,348	
	Family	\$460/\$302	\$1,629	
Palm Beach County Sheriff's Office	Employee	\$28.58	\$80.80	\$49.00
	Employee + 1	\$98.10	\$152.50	\$118.98
	Employee + 2	\$144.16	\$219.96	\$165.34
	Family	\$144.16	\$219.96	\$165.34
Palm Beach Gardens	Employee	\$0.00	\$0.00	
	Employee + 1	\$0.00	\$0.00	
	Employee + 2	\$0.00	\$0.00	
	Family	\$116.00	\$220.00	
Palm Beach Shores	Employee			
	Employee + 1		\$301.95	
	Employee + 2		+ \$192.55	
	Family		\$475.90	
Palm Springs	Employee	\$54.17		
	Employee + 1	\$184.17		
	Employee + 2	\$314.17		
	Family	\$400.83		
Port St. Lucie	Employee		\$40.00	
	Employee + 1		\$151.00	
	Employee + 2		\$111.00	
	Family		\$93.00	
Riviera Beach	Employee	\$0.00		\$15.55
	Employee + 1	\$134.63		\$156.54
	Employee + 2	N/a		n/a
	Family	\$195.21		\$219.94
St. Lucie County Sheriff's Office	Employee		\$0.00	
	Employee + 1		\$50.00	
	Employee + 2		\$50.00	
	Family		\$50.00	

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Sewalls Point	Employee	\$0.00	\$64.30	
	Employee + 1	\$0.00	\$153.20	
	Employee + 2 ³	\$0.00	\$120.88	
	Family	\$0.00	\$204.14	
South Palm Beach	Employee		\$25.00	
	Employee + 1		\$159.80	
	Employee + 2		\$91.19	
	Family		\$268.89	
Stuart	Employee	\$50.00	\$90.08	n/a
	Employee + 1	\$204.32	\$292.20	n/a
	Employee + 2	\$156.74	\$233.20	n/a
	Family	\$333.50	\$453.82	n/a
Tequesta (HSA)	Employee			\$0.00
	Employee + 1			\$162.14
	Employee + 2			\$120.90
	Family			\$284.45
West Palm Beach	Employee		5%	
	Employee + 1		25%	
	Employee + 2			
	Family		25%	

³ 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			
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$474.26 \$995.94 \$901.09 \$1,327.92	\$543.81 \$1,142.01 \$1,033.24 \$1,522.68	\$584.92 \$1,228.33 \$1,111.34 \$1,637.77
Greenacres	Employee Employee + 1 Employee + 2 Family	100%		
Gulfstream	Employee Employee + 1 Employee + 2 Family		100% n/a n/a \$3,000 annual - HRA	
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 + 1 Employee + 2 Family	\$477.30 \$931.47 \$743.14 \$1,171.47	\$477.29 \$931.46 \$743.12 \$1,171.46	
Manalapan	Employee Employee + spouse Employee + children Family		\$623.57 \$982.96 \$841.95 \$1,207.16	
MCSO	Employee Employee + 1 Employee + 2 Family		\$398.94 \$339.84 \$1,077.38 \$917.77	\$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	\$179.17 \$331.23 \$483.28 \$635.34	\$179.17 \$331.23 \$483.28 \$635.34	\$179.17 \$331.23 \$483.28 \$635.34

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach County School Board Police Department	Employee	\$480	\$461	
	Employee + 1	\$780	\$780	
	Employee + 2	\$813	\$810	
	Family	\$981	\$950	
Palm Beach County Sheriff's Office	Employee	\$690.98	\$805.92	\$754.56
	Employee + 1	\$1,419.54	\$1,678.82	\$1,591.96
	Employee + 2	\$1,881.54	\$2,234.26	\$2,124.80
	Family	\$1,881.54	\$2,234.26	\$2,124.80
Palm Beach Gardens	Employee	\$83.44	\$83.44	
	Employee + 1	\$0.00	\$0.00	
	Employee + 2	\$0.00	\$0.00	
	Family	\$125.77	\$125.77	
Palm Beach Shores	Employee		\$437.61	
	Employee + 1		\$739.56	
	Employee + 2		\$630.16	
	Family		\$913.51	
Palm Springs	Employee	\$454.99		
	Employee + 1	\$770.84		
	Employee + 2	\$1,185.53		
	Family	\$1,089.87		
Port St. Lucie	Employee		\$459	
	Employee + 1		\$1,109	
	Employee + 2		\$813	
	Family		\$1,605	
Riviera Beach	Employee	\$729.22		\$729.22
	Employee + 1	n/a		n/a
	Employee + 2	\$729.22		\$729.22
	Family			
St. Lucie County Sheriff's Office	Employee		\$489.56	
	Employee + 1		\$1,074.66	
	Employee + 2		\$819.98	
	Family		\$1,493.36	
Sewalls Point	Employee	\$533.86	\$533.86	
	Employee + 1	\$1,270.59	\$1,270.59	
	Employee + Ch	\$1,003.65	\$1,003.65	
	Family	\$1,695.00	\$1,695.00	

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	\$406.11 \$824.358 \$789.12 \$1,184.43	\$408.90 \$803.53 \$794.48 \$1,1692.85	n/a n/a n/a n/a
Tequesta (HSA)	Employee Employee + 1 Employee + 2 Family			\$573.74 \$1,060.15 \$936.43 \$1,427.10
West Palm Beach	Employee Employee + 1 Employee + 2 Family		95% 75% 75%	

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			
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$14.76 \$28.06 \$37.08 n/a	\$28.34 \$54.34 \$88.68 n/a	\$31.18 \$59.78 \$96.96 \$15.42 - \$48.94
Greenacres	Employee Employee + 1 Employee + 2 Family	0%		
Gulfstream	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	Employee Employee + 1 Employee + 2 Family		\$13.84	
Manalapan	Employee Employee + spouse Employee + children Family		\$0.00 \$17.49 \$18.66 \$36.21	
MCSO	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=10.23/V=4.98 D=15.75/V=10.52 D=23.87/V=10.86
Palm Beach	Employee Employee + 1 Employee + 2 Family		\$0.00 \$16.88 \$27.87	
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	\$13.62	\$28.44	n/a
	Employee + 2	\$24.52	\$39.16	n/a
	Family	\$24.52	\$39.16	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 (Supplemental Only)	Employee	\$5.52		
	Employee + 1	\$11.04		
	Employee + 2	\$16.49		
	Family	\$16.49		
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		\$0.00	
	Employee + 1		\$43.04	
	Employee + 2		\$59.36	
	Family		\$92.66	

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 \$18.14 \$18.14 \$18.14	\$13.60 \$16.36 \$16.36 \$16.36	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		5% 25% 25%	

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			
Delray Beach	Employee Employee + 1 Employee + 2 Family			
Greenacres	Employee Employee + 1 Employee + 2 Family	100%		
Gulfstream	Employee Employee + 1 Employee + 2 Family	100% 100% 100% 100%	100% 100% 100% 100%	
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 + 1 Employee + 2 Family	\$12.86 \$25.75 \$28.66 \$41.55	\$28.39 \$63.47 \$63.47 \$63.47	
Manalapan	Employee Employee + spouse Employee + children Family		\$35.36 \$52.98 \$54.02 \$71.56	
MCSO	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=5.68 \$0.00 \$0.00 \$0.00
Palm Beach	Employee Employee + 1 Employee + 2 Family		\$19.26 \$19.26 \$19.26	
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	\$28.80	\$33.22	n/a
	Employee + 1	\$42.50	\$68.92	n/a
	Employee + 2	\$76.38	\$94.86	n/a
	Family	\$76.38	\$94.86	n/a
Palm Beach Gardens	Employee	\$4.75	\$4.75	
	Employee + 1	\$0.00	\$0.00	
	Employee + 2	\$0.00	\$0.00	
	Family	\$4.75	\$4.75	
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	\$28.96	n/a
	Employee + 1	\$28.96	\$28.97	n/a
	Employee + 2	\$28.96	\$28.97	n/a
	Family	\$28.96	\$28.97	n/a

DENTAL & VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Tequesta	Employee		\$38.67	
	Employee + 1 Employee + 2 Family		\$38.67	
West Palm Beach	Employee		95%	
	Employee + 1		75%	
	Employee + 2 Family		75%	

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**