

2013 WAGE & BENEFIT SURVEY



Revised: 11 October 2013

TABLE OF CONTENTS

Agencies Included in Survey.	<u>1</u>
Starting Salary Comparison by Agency.	<u>2</u>
Wage Summary.	<u>4</u>
Law Enforcement.	<u>4</u>
Fire Rescue.	<u>7</u>
Summary of Benefits.	<u>8</u>
Monetary Benefits.	<u>8</u>
Extra Benefits.	<u>12</u>
Miscellaneous Benefits.	<u>15</u>
Retirement Benefits.	<u>19</u>
Plan Type.	<u>19</u>
Retirement Perks.	<u>21</u>
Contribution Rates and Accruals.	<u>24</u>
Insurance Benefits.	<u>26</u>
Health (Monthly).	<u>26</u>
--Employee Contribution.	<u>26</u>
Health (Monthly).	<u>30</u>
--Employer Contribution.	<u>30</u>
Dental & Vision (Monthly).	<u>34</u>
– Employee Contribution.	<u>34</u>
Dental & Vision (Monthly).	<u>38</u>
– Employer Contribution.	<u>38</u>
Definitions.	<u>41</u>

Agencies Included in Survey

1. Atlantis
2. Boca Raton ¹
3. Boynton Beach
4. Delray Beach
5. Department of Highway Safety & Motor Vehicles
6. Greenacres
7. Gulfstream
8. Highland Beach
9. Juno Beach
10. Jupiter
11. Jupiter Island
12. Lake Clarke Shores
13. Lantana
14. Manalapan
15. Martin County Sheriff's Office
16. North Palm Beach
17. Ocean Ridge
18. **Palm Beach – No Response Received**
19. Palm Beach County School Board Police Department
20. Palm Beach County Sheriff's Office
21. Palm Beach Gardens
22. Palm Beach Shores
23. Palm Springs
24. Port St. Lucie
25. Riviera Beach
26. St. Lucie County Sheriff's Office
27. Sewalls Point
28. South Palm Beach
29. Stuart
30. Tequesta
31. West Palm Beach

¹ Information gathered from website www.myboca.us and collective bargaining agreements between City and Unions.

Starting Salary Comparison by Agency

AGENCY	BARGAINING UNITS	SWORN EMPLOYEES	STARTING SALARIES
Atlantis	0	12	\$42,432.00
Boca Raton Police Department	1	198	\$52,294.00
Boca Raton Fire Department	1	205	\$45,826.00
Boynton Beach	3	164	\$48,241.24
Delray Beach	4		\$44,310.00
Department of Highway Safety & Motor Vehicles	1	1,760	\$30,178.56
Greenacres	1	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		108	\$44,169.06
Jupiter Island	1	15	\$43,428.00
Lake Clarke Shores	0	14	\$44,888.00
Lantana	1	27	\$43,241.02
Manalapan	1	10	\$48,371.00
Martin County Sheriff's Office	2	388	\$40,500.00
North Palm Beach		30	\$42,368.00
Ocean Ridge	1	18	\$45,669.54
Palm Beach			
Palm Beach County School Board Police Department	1	130	\$41,017.00
Palm Beach County Sheriff's Office	3 ²	2,120	\$47,220.00
Palm Beach Gardens	1	95	\$46,149.00
Palm Beach Shores	1	11	\$40,500.00
Palm Springs	1	40	\$45,056.00

² There are a total of 6 defined bargaining units comprising 3 separate divisions (Law Enforcement / Corrections / Civilians).

STARTING SALARY COMPARISON BY AGENCY CONTINUED

AGENCY	BARGAINING UNITS	SWORN EMPLOYEES	STARTING SALARIES
Port St. Lucie	6	225	\$42,598.00
Riviera Beach		123	\$38,469.00
St. Lucie County Sheriff's Office	2		\$37,595.00
Sewalls Point	0	9	\$39,125.00
South Palm Beach	1	8	\$43,500.00
Stuart	3	48	\$41,176.93
Tequesta		20	\$42,179.55
West Palm Beach	2	275	\$45,324.19

Wage Summary

Law Enforcement

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
Atlantis ³	\$42,432.00	\$60,923.00			\$35,318.00
	\$54,163.00	\$67,187.00			\$37,066.00
Boca Raton	\$52,294.00	\$85,425.00	\$101,335.00		
	\$82,937.00	\$98,383.00	\$111,339.00		
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
Department of Highway Safety & Motor Vehicles	\$30,178.56	\$41,027.28	\$56,261.64	\$70,432.56	\$29,640.00
	\$59,306.28	\$73,536.48	\$92,744.28	\$100,848.00	\$40,082.52
Greenacres	\$45,138.00	\$63,513.00	\$74,515.00	\$78,607.00	\$35,762.00
	\$70,023.00	\$85,114.00	\$111,773.00	\$117,911.00	\$55,478.00
Gulfstream	\$45,500.00	\$74,000.00			
	\$71,000.00	\$82,000.00			
Highland Beach	\$48,000.00	\$59,000.00	\$58,792.00		
	\$70,000.00	\$77,000.00	\$97,985.00		
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	\$71,415.00	
	\$71,727.42	\$88,501.32	\$94,360.00	\$107,124.00	
Jupiter Island	\$43,428.00	\$62,415.00		\$74,479.00	\$33,043.00
	\$78,150.00	\$86,542.00		\$112,452.00	\$51,610.00
Lake Clarke Shores	\$44,888.00	\$51,392.00	\$58,839.00		
	\$69,576.00	\$79,657.00	\$91,200.00		
Lantana	\$43,241.02	\$55,973.74			
	\$63,884.18	\$82,719.00			

³ Figures provided were based on an hourly wage. Annual wages calculated by using hourly wage X 40 hours X 52 weeks.

WAGE SUMMARY - LAW ENFORCEMENT - CONTINUED

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
Manalapan	\$48,371.00		\$66,000.00		\$42,776.00
	\$65,320.00		\$66,000.00		\$45,985.00
Martin County Sheriff's Office	\$40,500.00	\$62,462.00	\$90,458.00	\$106,509.00	\$29,170.00
	\$72,987.00	\$82,999.00	\$90,458.00	\$106,509.00	\$53,070.00
North Palm Beach	\$42,368.00	\$58,577.00			\$33,189.00
	\$64,611.00	\$79,912.00			\$50,608.00
Ocean Ridge	\$45,669.54	\$50,350.66	\$52,852.80	\$56,632.87	\$33,113.60
	\$64,261.62	\$70,848.44	\$74,369.20	\$79,688.13	\$46,592.00
Palm Beach					
Palm Beach County School Board Police Department	\$41,017.00	\$45,017.00	\$66,360.00	\$74,976.00	\$34,432.00
	\$62,059.00	\$66,059.00	\$91,533.00	\$108,315.00	
Palm Beach County Sheriff's Office ⁴	\$47,220.00	\$73,440.00	\$95,676.00	\$119,256.00	\$40,812.00
	\$70,272.00	\$95,676.00	\$109,200.00	\$142,248.00	\$66,300.00
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
	\$55,451.00				
Palm Springs	\$45,056.00	\$50,341.00	\$5,635.00	\$58,822.00	\$33,571.00
	\$72,138.00	\$80,590.00	\$89,752.00	\$94,203.00	\$53,726.00
Port St. Lucie	\$42,598.00	\$65,790.00	\$82,784.00		
Riviera Beach	\$38,469.00	\$51,164.00		\$93,853.30	\$32,414.31
	\$54,265.00	\$71,874.00			\$50,242.12
St Lucie County Sheriff's Office	\$37,595.00	\$64,746.00	\$75,865.00	\$86,856.00	
	\$62,779.00	\$72,252.00	\$82,719.00	\$98,758.00	
Sewalls Point	\$39,125.00		\$70,000.00		
	\$66,500.00		\$80,000.00		

⁴ Career I Deputy - \$51,588 - \$87,600

WAGE SUMMARY - LAW ENFORCEMENT - CONTINUED

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
South Palm Beach	\$46,732.00				
	\$61,426.00		\$63,011.00	\$67,473.00	
Stuart	\$41,176.93	\$64,186.30	Reclassified to Capt. Eff 3/2013	\$61,326.21	\$33,351.76
	\$77,212.10	\$84,967.58		\$95,672.75	\$49,536.53
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	\$73,808.00	\$85,446.00		
	\$73,808.00	\$85,446.00	\$98,923.00		

Fire Rescue

AGENCY	FIREFIGHTER	FIREFIGHTER EMT	FIREFIGHTER MEDIC	DRIVER-ENGINEER	FIRE LIEUTENANT
Boca Raton	\$45,826.00			\$48,118.00	\$52,701.00
	\$70,003.00			\$73,504.00	\$80,504.00
Greenacres	N/A	\$45,138.00	\$51,908.00	Additional	\$66,250.00
		\$63,513.00	\$73,039.00	\$1,500 / year	\$88,781.00
Delray Beach	\$42,308.00		\$49,491.00	\$44,536.00	\$55,653.00
	\$67,872.00		\$79,395.00	\$71,446.00	\$89,291.00
Palm Beach Gardens	\$49,040.29		\$49,040.00	\$56,729.42	\$61,894.59
	\$73,990.13		\$73,990.13	\$77,690.87	\$94,291.45
Riviera Beach	\$37,051.00			\$45,036.00	
	\$60,353.00			\$73,360.00	
Stuart	\$35,816.85	\$45,698.43	\$41,491.01		\$45,701.51
	\$64,874.73	\$82,836.50	\$75,056.99		\$82,835.48

Summary of Benefits

Monetary Benefits

AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
Atlantis			Officer \$35 Sgt \$35 Lt \$35	Det 2.5% above officer	Uniforms are provided as is dry cleaning	If overtime, 1.5 X hourly rate, minimum of 2 hours
Boca Raton	PO - 10 Sgt - 4 Lt - 3 FF - 10 (all)			Investigations/IA 2x Year \$500 each	\$1,300 / year	Min 3 hours @ time and a half
Boynton Beach	0	0	Officer \$30 Sgt \$30 Lt \$30	Tact/SWAT 5% FTO/PSO 5%	\$250 / quarter	3 hour minimum
Delray Beach	10	After 5:00 pm shifts \$0.75 extra Language \$0.43/hr			Rqmt of Civ Attire given \$400 / unit member on semi-annual basis Motors - boots and 3 pr pants annually	
Department of Highway Safety & Motor Vehicles					Up to \$500/year	Jury Duty - granted Admin Leave for hours not to exceed wkday scheduled hrs
Greenacres	N/A	N/A	Admin - \$10/hr Ofcr - \$30 Sgt - \$35 Lt - \$35	Detective 5% FTO/PSO \$1,500 year	Sworn pln clothes LE \$250/mo; Shoe - \$120/yr Fire uniform cr \$400 for purchase	Min 3 hours
Gulfstream	3 step increases of \$2,600 each in first 18 months			N/A	Uniforms, equipment, cleaning and maintenance provided	Min 3 hours
Highland Beach		2-5%	Officer 1.5% Sgt 1.5%	Detective - 5%	Full uniform and equipment supplied when hire; \$40/mo cleaning	3 ½ Hours minimum at 1½ base hourly pay

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 Sgt - \$45	Detective - 5% FTO/PSO - 10%	Detective - \$500 / year	3 Hours - Northern Palm Beach O/S NPB - 4 hours
Jupiter	N/A	2% - 2013 3% - 2014	Admin - \$5 Officer - \$35 Sgt - \$40 Lt - \$40	Det 5% Tactical 3% Motors 3% K-9 - 3 hrs comp per week Beach & Marine 3%	\$500 officers \$700 detectives	3 hour minimum
Jupiter Island	N/A	N/A	Officer - hourly pay rate	Detective \$1,200 FTO/PSO \$1,200	Paid Dry Cleaning \$125 / year shoe allowance	Min 2 hours
Lake Clarke Shores	N/A	N/A	Time and ½	N/A	N/A	Overtime pay if not on duty
Lantana	10	N/A	Admin \$6.00 Officer \$30.00		Detectives \$300.00	3 hour min off duty @ OT rate
Manalapan	N/A	N/A	Officer \$35.00	N/A	Uniforms and Dry Cleaning provided and \$75 annual shoes	3 hour minimum
MCSO	D/S - 10 Sgt - 6	N/A	Time and ½ Officers & Sgts Only	FTO/PSO - 5%	Non Uniform Position \$100 \$125 Shoes	3 hour minimum
North Palm Beach	4		Officer, Sgt. - Time & ½	Det & FTO \$2,500 / yr	\$85 / mo cleaning / repairs \$75 yr shoes	3 hour minimum
Ocean Ridge	Frozen 8	Frozen	1.5% of Regular Pay over 84 hours Bi-Weekly (Ofc & Sgt Only)		Uniforms provided. Chief has clothing allowance.	3 hour minimum
Palm Beach						
Palm Beach County School Board Police Department	28		Ofcr - Sgt - Time and ½ or \$35 All OT is Time and ½ - Leases are \$35	Det - \$4,000 Tac - \$2,800 K9 - \$2,800 Sgt \$4,000 Accred man \$1,200	\$360.00 annually	3 hour minimum @ Time and ½

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 position	N/A	D/S \$33 Other \$38/\$43	Detective 5% Tactical 5% Motors 5% K9 5% FTO/PSO 5% & 10%	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	Officers, Sgts & Lts \$30.00		100%	1.5 hour
Palm Springs	13	4%	Admin Chg - \$5/hr Ofcr - \$30 Sgt - \$30 Lt. - \$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	Officer - 10 Sgts - 6 Lts - 7	N/A	OT at time and one half for all bargaining members	Detective - \$1/hr k-9 - 1.5 hrs (off) FTO/PSO 1.5 hrs Acting Sgts - 1.5 hrs	\$20.00 per pay period for all bargaining unit members CID/SID \$60/mo	2 hour minimum during off-duty hours
Riviera Beach	FROZEN	FROZEN		Tactical, Motors, K9 - \$15 / wk FTO/PSO 5% while training	Ofcr - \$30 every 2 wks Det \$500 / yr	2 hours
St Lucie County Sheriff's Office	12 - D/S 4 - Sgt 3 Lt 3 Capt		Admin Chg - \$2 Ofcr - \$30 Sgt - \$34 Lt. - \$34 Other - \$34	K-9 - yes FTO/PSO - yes Flight Pay	\$75 / mo	3 hour minimum
Sewalls Point	9	N/A	Officer - \$40	N/A	N/A	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	5		Ofcr - \$35 Lt - \$35	Detective 5% FTO/PSO 5% (after 5 consecutive shifts or more)	Town provides Duty Gear /Bullet resistant vest / dry cleaning / \$75 annual show allowance	3hr Minimum
Stuart	25	Frozen since 10/1/2009	\$50 for midnight in accordance with Assignment Pay	If 3 consecutive complete shifts = 2 steps abv employee rate Temp only	Det - \$500/yr All - \$95/yr	2 hour minimum
Tequesta			Officer \$35 Sgts \$40 Lts \$40	FTO/PSO & Det.-5% differential	Detectives - \$575; \$425 for bargaining unit; \$100 shoes	3hr Minimum for 1st 3 hours & after 3 is actual time paid
West Palm Beach	10		Ofcr - \$35 Sgt - \$40 Lt - \$45	Motors - \$75 FTO - 5%	Uniforms \$780 / year	3 hour minimum

Extra Benefits

AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Atlantis	3 days in state 5 days o/state	10	98 hours	\$100 / year of service payable after 3 YOS	4 hours / month to 15 hours / month based on YOS
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 y = \$500 10 y = \$1,000 15 y = \$1,500 20 y = \$2,000	96 hrs to 200 hrs per yr based on YOS
Delray Beach	3 shifts in state 5 shifts out of state	9	12	N/A	0-3 - 8 hrs 3-7 - 9.33 7-11 - 10.66 11+ - 12 hrs
Department of Highway Safety & Motor Vehicles	2 days	9	104 hrs		5 YOS - 104 hrs 5-10 YOS - 129.96 hrs 10+ YOS - 156 hrs * Selected Exempt FT - 176 hrs
Greenacres	24 hours to attend service; eligible for add'l 16 hours if attending svcs 200 or more miles from home	11	96 hours annually accrued bi-weekly	N/A	1-5 - 80 hrs 6-10 - 120 hrs 11-20 - 160 hrs 20+ - 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 w/in 30 miles 5 days over 30 miles	15	12	Cancelled	10 days up to 36 months; 15 days from 36 to 120 months; 20 days from 121 months
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 days 5 days over 400 miles	11	96 hours	5 YOS - \$500 9 YOS - \$750 15+ YOS - \$1,000	1-4 YOS - 192 hrs 5-9 YOS - 240 hrs 10-14 YOS - 256-320 hrs
Jupiter Island	24 hours	96 hours	96 hours	N/A	1-5 - 2 weeks 6-10 - 3 weeks 11+ - 4 weeks

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 days	N/A	1 yr -10 days 2-4 yrs - 12 days 5-9 yrs - 15 days 10-14 yrs - 20 days 15-19 yrs - 25 days 20+ - 30 days
Lantana	<300 miles - 3 days >300 miles - 5 days	10 days (8 hrs each) + 1 personal @ # hrs of shift	96 hrs	After 3YOS \$100/hr after 3 YOS without limit	10-20 (8 hrs ea) days dep of YOS
Manalapan	3 days immediate family	10 + 1 personal day	12 days / yr	N/A	0-6 hrs - 10 days 7-11 yrs - 15 days 12 + yrs - 20 days
MCSO	In State - 3 days O/State - 5 days	12 / year	8 hours / month	3% lump sum on anniversary date	0-5 6.66 hrs /mo 5-10 10 hrs/mo 11+ 11.33 hrs/mo 12+ 12 hrs/mo 13+ 12.66 hrs/mo 14-15 13.33 hrs/mo 16+ 14 hrs/mo
North Palm Beach	3 days of scheduled work days off	11	96 hrs	Successful level 1 - exceptional level 1 \$900 Exceptional level 2 \$1,200	Less than 6yrs-80hrs 6-10yrs-120hrs 10+yrs-160hrs
Ocean Ridge	In State - 3 days O/State - 5 days for Immediate family	11 days	10 days	Only Step Plan [Frozen]	0-5 - 2 weeks 5+ yrs - 3 wks 10+ yrs - 4 wks [Hourly employees have option to take holiday pay as comp time]
Palm Beach					
Palm Beach County School Board Police Department	3 days	11	0-10 YOS - 12 days 10+ YOS - 18 days		216 days a year work schedule
Palm Beach County Sheriff's Office	In State - 4 days O/State - 5 days for Immediate family	13 days	4 hrs per pay period during which work more than ½ of workdays	10+ YOS - 2% 15+ YOS - 5% 20+ YOS - 10%	4 hrs per pay period during which work more than ½ of workdays

EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Palm Beach Shores	3 Days for immediate family. If travel in excess of 250 miles, additional 2 days	12 days	12 days	2 nd yr - \$100 \$50 add'l 3-19 yrs capped @ \$1,000	1 yr 10 days - increases by 1 day after add'l yr. 20 days max.
Palm Springs	24 hours	13	PLT 1-5-160 hr 6-10-200 hr 11-20-250 hr 21+-280 hr		PLT = old sick & vacation time
Port St. Lucie	Up to 5 days for immediate family	12	96 hrs / 12 days	N/A	Eligible after 6 mo; Max 240 hrs; 1-3 yrs 80 hrs 4-9 yrs - 120 hrs 10-19 yrs - 160 hrs 20+ yrs - 200 hrs
Riviera Beach	In State - 3 days O/State - 5 days	11		N/A	7-12 mo 6 days 1-5 YOS - 12 days 6 YOS - 13 days 7 YOS - 14 days 8-10 YOS - 15 days 11 YOS - 16 days
St. Lucie County Sheriff's Office	In State - 3 days O/State - 5 days	10	96 hours	Suspended	1-4 - 10 days 5-10 - 15 days 11-20 - 20 days 21-25 +1 day/year
Sewalls Point	None Can take up to 7 days of Sick Leave	12 days	12 days	No	1-5 Yrs - 2 weeks 6-10 yrs - 3 weeks 11-15 yrs - 4 weeks 16-20 yrs - 5 weeks
South Palm Beach	3 workdays in state 4 workdays o/state with written approval	12	144 hours	10 YOS - \$1,000 15 YOS - \$1,000 20 YOS - \$1,000	Upon employment 3.24 hrs per pay period, after 5 YOS - 4.84 hrs per pay period / after 10 YOS - 6.47 hrs per pay period
Stuart	5 shift days	6 days	0-2 yrs-0% 2-5 yrs - 33.3% 5+ yrs - 55%		0-5 = 216 hrs 6-10 = 232 hrs 11-15 = 256 hrs 16-20 = 272 hrs 21-25 = 296 hrs 26= = 336 hrs
Tequesta	3 days	12	96 hrs	10 YOS - \$750 20 YOS - \$1,250	0-4 = 80 hrs 5-9 = 120 hrs 10 + = 160 hrs
West Palm Beach	3 days local w/in 400 miles	11	3.69 hrs - bi-weekly		1-4 Yrs - 13 days 5-9 Yrs - 17 days

Miscellaneous Benefits

AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Atlantis	Chief, Detective and Crime Scene	Maximum 480 hours		
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	Yes Must reside within Palm Beach or Broward County	Not to exceed 1120 hrs	In accdnc w/ Step Plan for Degrees	Limited to 12 credit hrs per fiscal yr Must apply to future positions with the City Costs reimbursed for C or above for Undergraduate
Department of Highway Safety & Motor Vehicles		Min 10 YOS w/ State upon separation to be paid a max of 1,920 hrs		
Greenacres	Must reside within City limits	0-5 - 0 5-10 - 25% 10+ - 50% Retirement - 100%	N/A	Max \$2,000/yr at state rate A=100% B=85% C=75% Must be paid back on separation date: 1 yr - 100% 2 yr - 75% 3 yr - 50%
Gulfstream	N/A	Annual Payout	No	N/A
Highland Beach	No	50% after 10 years		A = 100% B = 75% C = 50%
Juno Beach	To and from work	N/A	N/A	C = 25% B = 75% A = 100%
Jupiter	Palm Beach & Martin County	2-5 YOS - 30% conversion 6-10 YOS - 40% 10+ YOS - 50%	MPO 8%	A-B = 100% C = 75%

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Jupiter Island	Supervisors only Limited personal use	10+ yrs, 50% up to 160 hrs for separation 10+ yrs 50% up to 320 hrs for retirement		\$500 per year
Lake Clarke Shores	N/A	½ of unused sick time pat at end of fiscal year	N/A	N/A
Lantana	Only Chief, Commander, Support Svcs Sergeant, Detectives & Investigators Personal Use Only \$50 per pay period deducted upon assignment of vehicle. Must reside in PB County.	Up to 500 hrs depending on % used. Payout amount is % of total hours.	Yes	Suspended
Manalapan	N/A	N/A	N/A	A = 100% B = 75% C = 50% \$1,500 / year
MCSO	Yes 15 Miles of County Line	25% upon resignation or retirement after 5 consecutive yrs up to 480 hrs 50% upon resignation/retirement after 25 consecutive yrs up to 480 Lt and above 100% up to 480 hrs	N/A	C = 50% B = 75% A = 100% \$2,000 / year
North Palm Beach	Detectives	Less than 7yrs-50%, More than 7yrs-75%	N/A	\$400 per semester
Ocean Ridge	Chief only No limitations	1/4 unused sick leave (20 days min) after 6 months	N/A	
Palm Beach				
Palm Beach County School Board Police Department	Chief, Major, Commander, Sgt, Det, ERT Work Related	In accordance with FRS	4% per Step	\$2,000 for Masters \$4,000 PhD paid annually

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Palm Beach County Sheriff's Office	Must reside in Palm Beach County for Off-duty driving Palm Beach, Martin, St. Lucie, Hendry, Broward and Okeechobee Counties	5-10 YOS 50% 10-25 YOS 100% first 480 hrs and 50% remaining hrs, more than 25 YOS 100% up to 1,200 hrs	4.5% ea C/D I, II, III, IV	Up to \$5,000 actual tuition reimbursement for courses taken towards earning degree with passing grade of C. Reimbursement per fiscal year subject to GO restrictions.
Palm Beach Gardens	Travel in or through City limits required			
Palm Beach Shores	Yes To and From work	After 10 yrs, 50% of unused sick leave to a max of 500 hrs	N/A	Yes
Palm Springs	Must live within city limits or be on call	Final Payout: 0-5-240 hr 6-10-360 hr 11-20-480 hr 21+-600 hr		Pre-approval by Director required
Port St. Lucie	Assigned by Chief Official business only	5-9 yrs - 50% 10-14 yrs - 60% 15-19 yrs - 75% 20+ yrs - 100%	Yes Officers / Sgt / Lt	N/A ** Incentive Pay \$500 - Associates or Bachelors Degree \$1,500 - Masters Limit \$1,500 fiscal year
Riviera Beach	Within City limits	15 YOS 100% up to 132 days	N/A	A = 100% B = 75% C = 50% 18 credit max/yr
St. Lucie County Sheriff's Office	Yes Business Only	480-720 hours		Suspended
Sewalls Point	Chief & Lieutenant only Strictly to and from work	No	N/A	No
South Palm Beach		Upon retirement/termination, 50% of all accumulated sick leave over 360 hrs	Sr Patrol Officer \$1,000	Up to \$1,000 per Fiscal Year

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Stuart	Yes 27.5 mile radius (by the way the crow flies - not driving) from City Hall to farthest point of Martin County	0-2 YOS - 0% 2-5 YOS - 33.3% 5+ YOS - 55%		1 class per semester as approved by Chief
Tequesta	Fuel charge of \$15/pay period if outside 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	Yes within City limits	10 Yrs -50% Accumulated Sick Leave up to maximum of 960 hrs	PFC 2.5% MPO 5%	State Rate up to \$1,500 / year

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		✓	✓
Department of Highway Safety & Motor Vehicles	✓	✓	✓
Greenacres	✓ (Ees hired b/4 1/1/96)	✓	
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	<i>Elected Officials Only</i>	✓	✓
Riviera Beach			✓
St. Lucie County Sheriff's Office	✓	✓	✓

RETIREMENT BENEFITS - PLAN TYPE - CONTINUED			
AGENCY	FRS	DB	DC
Sewalls Point			✓
South Palm Beach	✓	✓	✓
Stuart	✓	✓	✓
Tequesta		✓	
West Palm Beach		✓	

Retirement Perks

AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Atlantis				Yes - varies annually
Boca Raton	20 years or age 55 w/ 10 years continuous service	75% of accrued benefit	Yes	
Boynton Beach	20 YOS 55 YOA and 15 YOS	66 2/3%	Yes	No
Delray Beach	Age 55 w/ 10 YOS or 20 YOS regardless of age Early Age 50 w/ 10 YOS 3% reduction each yr early rtmt	61% Svc incurred w/ 10 yrs of members avg monthly earnings on date of disability. NonSvc 2% avg monthly earnings and date of disability	5 years	Min of 1% max of 4% base don premium tax moneys
Department of Highway Safety & Motor Vehicles	Yes	Yes	Yes	Yes
Greenacres	25 YOS or age 55 and 6 YOS Early Rtmt 6 YOS w/ 3% reduction for each yr under normal Rtmt Age	On Duty - 42% AFC or Accrued benefit; whichever is greater Off Duty - 25% AFC of accrued benefit; whichever is greater	N/A	3%
Gulfstream	401K 5 yrs vested	No	No	No
Highland Beach		Short term - 60% of salary		When index is over 3%
Juno Beach				
Jupiter	Age + YOS = 65	60%	8 yrs Max	None
Jupiter Island	50 ½		N/A	N/A
Lake Clarke Shores		Short term		
Lantana	50 YOA w/ 10 YOS	25%	Yes	Yes, only in years when investment return exceeds 8% and a cumulative net actuarial gain has been determined, a COLA may be provided to Retirees.
Manalapan	55	Short Term disability provided by Town		
MCSO				

RETIREMENT PERS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
North Palm Beach	Age 52 w/25yrs service or age 55 after 10yrs vested	On Duty-42% Off Duty-25% after 10yrs accrued benefit	No	3%
Ocean Ridge				
Palm Beach				
Palm Beach County School Board Police Department				
Palm Beach County Sheriff's Office	Vest at age 55 / 25 YOS (special risk) / 25 YOS special risk & military and age 52 30 YOS	Regular & Line-of-duty	Yes	Rtmt effective on or after 8/1/2011
Palm Beach Gardens	59 YOS	Duty and Non-Duty	Yes	
Palm Beach Shores	60	Sht Term disability - 3 mos @ 66 2/3 of salary	N/A	N/A
Palm Springs				
Port St. Lucie	DB - Age 52 w/ 25 YOS or Age 55 w/ 10 YOS DC - 5 YOS or Age 55		DB - Yes / DC - No	
Riviera Beach	55 YOA 10 YOS or 20 YOS regardless of age	Min 50% - then YOS on duty Min 40% - then YOS off duty	After 20 years	N/A
St. Lucie County Sheriff's Office				
Sewalls Point			No	No
South Palm Beach	59 ½ Years for 401 K			
Stuart				
Tequesta	Age 55 w/6 yrs Credited Service, Age 52 w/ 25 yrs Credited Service or Age 50 w/ 6 yrs Credited Service w/3% reduction penalty	On Duty - 42% of Average Monthly Compensation for accrued retirement benefits whichever is greater. Off Duty - Calculated as normal retirement pension.	Yes	

RETIREMENT PERS - CONTINUED

AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
West Palm Beach	Age 50 to collect at 25 YOS Age 55 with less than 20 YOS	100% of base salary for 180 days, Add'l 180 days as long as Medical Certification is demonstrated	Yes	No

Contribution Rates and Accruals

AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
Atlantis		Salary and OT	3%	67.4%
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 yrs or more 3% 10 yrs but less than 20 - 2½%	Highest 3 yrs of last 10 Base wages including state education, police basic education, career education, limited OT hours	9%	
Department of Highway Safety & Motor Vehicles		Salary, Overtime, Annual leave		
Greenacres	3%	Highest 5 years of the last 10	4%	.2131
Gulfstream		Salary, longevity, holiday & incentive pay	8%	21%
Highland Beach			3%	8%
Juno Beach				
Jupiter	3% 1 st tier 2.75% 2 nd tier	New Hires - 2.75% multiplier	8.56% 1 st tier 10% 2 nd tier	2 million
Jupiter Island	N/A	N/A	0-2.5%	12.5%
Lake Clarke Shores		Salary, OT, Comp Time, Vacation, Special Details Varies	2%	8%
Lantana	3%	Best 5 of last 10	6.21%	21.08%

CONTRIBUTION RATES AND ACCRUALS - CONTINUED				
AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
Manalapan			6% after 1 YOS	0-6 YOS - 11% 7-8 YOS - 12% 9-10 YOS - 13% 11-12 YOS - 14% 13 + - 15%
MCSO			3%	
North Palm Beach	2.5% w/60% cap	Total of annual salary including OT & Detail	2%	17.5%
Ocean Ridge			3%	
Palm Beach				
Palm Beach County School Board Police Department				
Palm Beach County Sheriff's Office	YOS, AFC and value rcvd for each YOS and the option selected	Before 7/1/2011 - Average of the 5 highest fiscal years; After 7/1/2011 - Average of 8 highest fiscal years	3%	
Palm Beach Gardens				
Palm Beach Shores	10%	N/A	3%	14.9%
Palm Springs			3%	14.9%
Port St. Lucie	3%		DB - 9% / DC - Any	10.5%
Riviera Beach	3%	Salary, OT, Sick Time, Vacation up to June 2011	8%	39%
St. Lucie County Sheriff's Office			3%	N/A
Sewalls Point		N/A	N/A	15%
South Palm Beach			3%	14.9%
Stuart			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 Years of Credited service	5%	13.2%
West Palm Beach	2.68%	Best 3 YOS	11%	

Insurance Benefits

Health (Monthly)

--Employee Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family		\$52.00	
Boca Raton	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Employee + 1 Employee + 2 Family			
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$0.00 \$98.69 \$79.04 \$167.45		\$26.11 \$190.32 \$155.39 \$310.79
Department of Highway Safety & Motor Vehicles	Employee Employee + 1 Employee + 2 Family	\$50.00 n/a n/a \$180.00	\$50.00 n/a n/a \$180.00	\$15.00 n/a n/a \$64.30
Greenacres ⁵	Employee Employee + 1 Employee + 2 Family	\$0.00 \$154.28 \$123.44 \$254.28		
Gulfstream	Employee Employee + 1 Employee + 2 Family		\$0.00 \$0.00 \$0.00 \$0.00	
Highland Beach	Employee Employee + 1 Employee + 2 Family		\$0.00 \$123.49 \$185.23 \$308.71	

⁵ If hired after 9/1/2010 dependent coverage is 100% paid by the employee.

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
		<i>Blue Options</i>	<i>Blue Care</i>	<i>Blue Select</i>
Juno Beach	Employee Employee + sps Employee + chdrn Family	\$0.00 \$236.24 \$140.92 \$387.82	\$19.89 \$411.41 \$279.29 \$621.51	\$-32.51 \$300.99 \$192.06 474.19
Jupiter	Employee Employee + 1 Employee + 2 Family	\$170.00 \$384.00 \$615.00		
Jupiter Island	Employee Employee + 1 Employee + 2 Family			
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	Town pays \$800 monthly per employee towards all insurances.		
Lantana	Employee Employee + 1 Employee + 2 Family	\$0.00 \$181.54 \$139.69 \$234.48	\$14.08 \$215.32 \$170.25 \$281.17	
Manalapan	Employee Employee + spouse Employee + children Family		\$0.00 \$301.52 \$183.22 \$489.61	
MCSO	Employee Employee + 1 Employee + 2 Family		\$87.00 N/A N/A \$237.64	
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$0.00 \$96.00 \$202.00 \$0.00		\$74.00 \$244.00 \$432.00 \$0.00
Ocean Ridge	Employee Employee + 1 Employee + 2 Family			\$0.00 \$554.51 \$407.70 \$839.90

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach	Employee Employee + 1 Employee + 2 Family			
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	\$28.58 (network) \$98.10 n/a \$144.16	\$80.80 (OAP) \$152.50 \$219.96	\$49.00 (network) \$118.98 \$165.34
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		None \$493.20 N/A \$777.32	
Palm Springs	Employee Employee + 1 Employee + 2 Family	\$54.17 \$184.17 \$314.17 \$400.83		
Port St. Lucie	Employee Employee + 1 Employee + 2 Family		\$40.00 \$151.00 \$111.00 \$193.00	
Riviera Beach	Employee Employee + 1 Employee + 2 Family			
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		\$126.34	
	Employee + 1		\$300.72	
	Employee + 2 ⁶		\$237.54	
	Family		\$401.16	
Stuart	Employee		\$25.00	
	Employee + 1		\$102.16	
	Employee + 2		\$78.37	
	Family		\$166.75	
Tequesta	Employee		\$0.00	
	Employee + 1		\$137.00	
	Employee + 2		\$241.00	
	Family		\$102.00	

⁶ Employee + children

Health (Monthly)

--Employer Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family		100%	
Boynton Beach	Employee Employee + 1 Employee + 2 Family			
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$459.07 \$750.22 \$700.89 \$922.59		\$523.03 \$962.87 \$887.97 \$1,226.80
Department of Highway Safety & Motor Vehicles	Employee Employee + 1 Employee + 2 Family	\$499.80 n/a n/a \$1,063.34 (spouse \$1,213.34)	\$499.80 n/a n/a \$1,063.34 (spouse \$1,213.34)	\$499.80 n/a n/a \$1,063.34 (spouse \$1,213.34)
Greenacres	Employee Employee + 1 Employee + 2 Family	\$585.25 \$334.27 \$267.46 \$550.94		
Gulfstream	Employee Employee + 1 Employee + 2 Family		100% N/A N/A \$3,000 annual - HRA	
Highland Beach	Employee Employee + 1 Employee + 2 Family			
Juno Beach	Employee Employee + sps Employee + chdrn Family	Blue Options \$435.02 \$671.27 \$575.94 \$822.83	Blue Care \$435.02 \$671.27 \$575.94 \$822.83	Blue Select \$435.02 \$671.27 \$575.94 \$822.83

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HSA	PPO	POS / OTHER
Jupiter *Health Savings Plan	Employee Employee + 1 Employee + 2 Family	\$90.00 \$230.00 \$360.00		
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$483.15 \$1,150.87 \$1,508.63 \$1,508.63	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	\$467.41 \$1,000.25 \$881.16 \$1,486.15	HMO \$445.40 \$953.15 \$839.67 \$1,416.18	HSA \$370.48 \$792.83 \$698.43 \$1,177.97
Lantana	Employee Employee + 1 Employee + 2 Family	\$457.87 \$912.04 \$723.70 \$1,152.04	\$457.87 \$912.04 \$723.70 \$1,152.04	
Manalapan	Employee Employee + spouse Employee + children Family		\$523.17 \$824.68 \$706.38 \$1,012.78	
MCSO	Employee Employee + 1 Employee + 2 Family		\$306.03 N/A N/A \$826.42	
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$481.00 \$866.00 \$1,290.00 \$0.00		\$481.00 \$866.00 \$1,290.00 \$0.00
Ocean Ridge	Employee Employee + 1 Employee + 2 Family			\$440.09 \$440.09 \$440.09 \$440.09
Palm Beach	Employee Employee + 1 Employee + 2 Family			

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
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	\$690.58 (network) \$1,419.54 n/a \$1,881.54	\$725.12 (OAP) \$1,526.32 \$2,014.30	\$705.56 (network) \$1,472.98 \$1,959.46
Palm Beach Gardens	Employee Employee + 1 Employee + 2 Family	\$83.44 \$0.00 \$0.00 \$125.77	\$83.44 \$0.00 \$0.00 \$125.77	
Palm Beach Shores	Employee Employee + 1 Employee + 2 Family		\$714.78 \$714.78 + \$493.19 N/A \$714.78 + \$777.32	
Palm Springs	Employee Employee + 1 Employee + 2 Family	\$454.99 \$770.84 \$1,185.53 \$1,089.87		
Port St. Lucie	Employee Employee + 1 Employee + 2 Family		\$517.25 \$1,173.50 \$906.67 \$1,518.00	
Riviera Beach	Employee Employee + 1 Employee + 2 Family			
St. Lucie County Sheriff's Office	Employee Employee + 1 Employee + 2 Family		\$63.24 \$103.17 \$103.17 \$184.50	
Sewalls Point	Employee Employee + 1 Employee + Ch Family	\$524.59 \$1,248.50 \$986.21 \$1,665.55	\$524.59 \$1,248.50 \$986.21 \$1,665.55	

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

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Stuart	Employee Employee + 1 Employee + 2 Family		\$188.135 \$378.540 \$363.620 \$542.565	
Tequesta	Employee Employee + 1 Employee + 2 Family		\$481.00 \$893.00 \$1,203.00 \$788.00	

Dental & Vision (Monthly)

– Employee Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Employee + 1 Employee + 2 Family			
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$7.38 \$14.03 \$18.54 N/A	\$14.17 \$27.17 \$44.34 N/A	
Department of Highway Safety & Motor Vehicles	Employee Employee + 1 Employee + 2 Family			\$10.91 - \$27.38 \$21.20 - \$49.22 \$23.00 - \$57.92 \$32.98 - \$70.80
Greenacres	Employee Employee + 1 Employee + 2 Family		\$0.00 \$6.92 \$7.75 \$15.71	
Gulfstream	Employee Employee + 1 Employee + 2 Family			
Highland Beach	Employee Employee + 1 Employee + 2 Family			
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			

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$0.00/\$6.20 \$44.03/\$12.40 \$91.25/\$18/51 \$91/25/\$18/51	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family			
Lantana	Employee Employee + 1 Employee + 2 Family		\$0.00 \$14.21	
Manalapan	Employee Employee + spouse Employee + children Family		\$0.00 \$16.58 \$17.59 \$34.92	
MCSO	Employee Employee + 1 Employee + 2 Family		Dental \$7.99 Vision \$5.99 Dental \$19.59 Vision \$16.04	
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$0.00 N/A \$4.00	\$15.00 N/A \$48.00	
Ocean Ridge <i>** 100% Employee Funded</i>	Employee Employee + 1 Employee + 2 Family			\$16.76 / \$5.68 \$28.80 / \$10.76 \$44.26 / \$11.32 \$44.26 / \$11.32
Palm Beach	Employee Employee + 1 Employee + 2 Family			
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family	\$8(\$3vision) \$14 \$17 \$22	\$15(\$7vision) \$37 \$42 \$56	

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach County Sheriff's Office	Employee	\$0.00 ⁷		\$0 (vision not dental)
	Employee + 1	\$13.64 (dental)	\$28.44 (dental)	n/a vision only
	Employee + 2 Family	\$24.52 (dental)	\$39.16 (dental)	\$11.12 (vision only)
Palm Beach Gardens	Employee			
	Employee + 1			
	Employee + 2 Family			
Palm Beach Shores	Employee			None
	Employee + 1			\$21.760
	Employee + 2 Family			N/A \$42.54
Palm Springs <i>**Supplemental only</i>	Employee	\$5.52		
	Employee + 1	\$11.04		
	Employee + 2	\$16.49		
	Family	\$16.49		
Port St. Lucie	Employee			
	Employee + 1			
	Employee + 2 Family			
Riviera Beach	Employee Employee + 1 Employee + 2 Family			
St. Lucie County Sheriff's Office	Employee		Included in Health Ins	
	Employee + 1			
	Employee + 2 Family			
Sewalls Point ⁸	Employee	\$0.00		
	Employee + 1	\$39.50		
	Employee + 2	\$54.46		
	Family	\$85.06		

⁷ Dental & Vision are Separate

⁸ (1) Plan Only

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Stuart ⁹	Employee	\$0.00	\$0.00	
	Employee + 1	\$9.07	\$14.48	
	Employee + 2	\$9.07	\$14.48	
	Family	\$9.07	\$14.48	
Tequesta	Employee		\$6.00	
	Employee + 1		\$11.00	
	Employee + 2		\$18.00 / \$51.00	
	Family		\$11.00	

⁹

No Vision Provided

Dental & Vision (Monthly)

– Employer Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family		100% 100%	
Boynton Beach	Employee Employee + 1 Employee + 2 Family			
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$2.27 \$4.42 \$6.34 N/A		
Department of Highway Safety & Motor Vehicles	Employee Employee + 1 Employee + 2 Family			
Greenacres	Employee Employee + 1 Employee + 2 Family		\$29.99 \$15.00 \$16.80 \$34.04	
Gulfstream	Employee Employee + 1 Employee + 2 Family	100% 100% 100% 100%	100% 100% 100% 100%	
Highland Beach	Employee Employee + 1 Employee + 2 Family			
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			

DENTAL & VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$34/\$16 0 0 0	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	\$38.02 \$76.05 \$79.55 \$121.43		
Lantana	Employee Employee + 1 Employee + 2 Family		\$27.93 \$67.10	
Manalapan	Employee Employee + spouse Employee + children Family		\$33.36 \$49.90 \$84.08 \$66.75	
MCSO	Employee Employee + 1 Employee + 2 Family		Dental \$23.98 Vision - NONE Dental \$58.76 Vision - NONE	
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$13.00 N/A \$30.00	\$13.00 N/A \$30.00	
Ocean Ridge	Employee Employee + 1 Employee + 2 Family			\$0.00 \$0.00 \$0.00 \$0.00
Palm Beach	Employee Employee + 1 Employee + 2 Family			
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	\$27.82 (dental)	\$33.22 (dental)	\$3.68 (vision only)
	Employee + 1	\$27.42 (dental)	\$40.48 (dental)	
	Employee + 2	n/a		
	Family	\$49.28 (dental)	\$55.70 (dental)	\$3.68 (vision only)
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			\$38.20
	Employee + 1			\$59.90
	Employee + 2			N/A
	Family			\$80.74
Palm Springs	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Port St. Lucie	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Riviera Beach	Employee			
	Employee + 1			
	Employee + 2			
	Family			
St. Lucie County Sheriff's Office	Employee		Included in Health Ins	
	Employee + 1			
	Employee + 2			
	Family			
Sewalls Point	Employee	\$33.62		
	Employee + 1	\$73.12		
	Employee + 2	\$88.08		
	Family	\$118.64		
Stuart	Employee	\$5.905	\$14.480	
	Employee + 1	\$5.910	\$14.485	
	Employee + 2	\$5.910	\$14.485	
	Family	\$5.910	\$14.485	
Tequesta	Employee		\$30.00	
	Employee + 1		n/a	
	Employee + 2		n/a	
	Family		n/a	

Definitions

- ▶ **AFC = Average Final 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.
- ▶ **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**