

# **FISCAL YEAR 2016-2017 WAGE & BENEFIT SURVEY**



*Revised: 4 August 2017*

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## Agencies Included in Survey

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

\* Status Quo - No Change from 2015

\*\* In Bargaining

\*\*\* No Response received for request

Starting Salary Comparison by Agency

AGENCY	BARGAINING UNITS	SWORN EMPLOYEES	STARTING SALARIES
Atlantis		14	\$21.64 hr
Boca Raton Police Department			\$57,617.46
Boca Raton Fire Department			
Boynton Beach	3	155	\$48,750.00
Delray Beach	2	153	\$48,000.00
Gulf Stream	0	12	\$47,500.00
Highland Beach	1	16	\$48,000.00
Juno Beach			
Jupiter	1	118	\$49,268.00
Jupiter Island	2	16	\$43,863.00
Lake Clarke Shores	1	11	\$44,888.00
Lantana	1	31	\$47,445.22
Manalapan			
Martin County Sheriff's Office	2	384	\$42,120.00
North Palm Beach	3	32	\$48,876.60
Ocean Ridge	1	13	\$49,402.08
Palm Beach	1	60 PD, 62 FR	\$51,000.00
Palm Beach County School Board Police Department			\$25.06 /hr
Palm Beach County Sheriff's Office	3	2,150	\$52,668.00
Palm Beach Gardens	3	110	\$50,909.00
Palm Beach Shores	1	15	\$44,000.00
Palm Springs	2	44	\$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	3	230	\$42,200.00
Riviera Beach			\$42,651.00
St. Lucie County Sheriff's Office			
Sewall's Point			
South Palm Beach	1	8	\$43,500.00
Stuart	1	49	\$42,414.00
Tequesta			\$47,944.00
West Palm Beach	2	police 284 fire 201	\$49,964.77

# Wage Summary

## Law Enforcement

AGENCY	OFFICER / DEPUTY	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCHER
Atlantis	\$21.64 hr	\$30.32 hr			\$19.50 hr
	\$29.75 hr	\$36.82 hr			\$21.75 hr
Boca Raton	\$57,617.46	\$90,654.30	\$107,537.66		
	\$88,014.16	\$107,405.18	\$118,153.98		
Boynton Beach	\$48,750.00	\$78,750.00	\$101,295.79	\$75,318.00	\$36,130.00
	\$76,690.09	\$96,939.25	\$125,269.14	\$112,977.00	\$54,921.00
Delray Beach	\$48,000.00	\$60,038.00	\$97,355.00	\$73,601.00	\$37,453.00
	\$77,561.00	\$100,255.00	\$114,614.00	\$117,761.00	\$58,052.00
Gulf Stream	\$47,500.00	\$0.10			
	Salary+merit+longevity				
Highland Beach	\$48,000.00	\$59,000.00	\$57,087.00		
	\$73,033.00	\$80,694.00	\$91,340.00		
Juno Beach					
Jupiter	\$49,268.00	\$71,019.00		\$75,311.00	
	\$77,791.00	\$97,017.00		\$112,967.00	
Jupiter Island	\$43,863.00	\$70,637.00		\$76,824.00	\$38,024.00
	\$86,509.00	\$95,889.00		\$109,533.00	\$60,696.00
Lake Clarke Shores	\$44,888.00	\$51,392.00	N/A	N/A	N/A
	\$65,576.00	\$79,657.00	N/A	N/A	N/A
Lantana	\$47,445.22	\$63,718.20			\$16.20 hr
	\$73,539.65	\$89,205.48			\$24.31 hr

**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					
Martin County Sheriff's Office	\$42,120.00	\$64,462.00	\$99,787.56	\$105,595.44	\$29,170.00
	\$72,987.00	\$82,999.00	\$99,787.56	\$105,595.44	\$63,514.00
North Palm Beach	\$48,876.60	\$61,705.58		\$78,944.76	\$43,500.00
	\$78,202.56	\$98,728.93		\$126,311.62	\$69,534.46
Ocean Ridge	\$49,402.08	\$63,040.12		N/A	\$34,112.00
	\$71,613.36	\$69,494.88	\$72,779.20	N/A	\$55,057.60
Palm Beach	\$51,000.00	\$78,750.07	\$79,975.22	\$81,692.22	\$40,124.23
	\$87,545.04	\$102,664.05	\$115,491.53	\$128,946.39	\$63,333.76
Palm Beach County School Board Police Department	\$25.06 / hr				
	\$42.39 / hr				
Palm Beach County Sheriff's Office	\$52,668.00	\$77,952.00	\$101,568.00	\$126,564.00	\$43,332.00
	\$78,372.00	\$101,568.00	\$115,920.00	\$150,972.00	\$70,248.00
Palm Beach Gardens	\$50,909.00	\$68,222.00		\$72,114.64	\$44,320.00
	\$78,975.00	\$102,333.00		\$115,383.42	\$66,480.00
Palm Beach Shores	\$44,000.00	\$70,179.00	\$88,358.00		\$48,651.00
	\$54,163.00	\$70,179.00	\$88,358.00		\$50,000.00
Palm Springs	\$46,868.64	\$52,372.32	\$57,158.40	\$60,008.00	\$35,948.64
	\$78,034.32	\$87,207.12	\$95,201.60	\$199,944.00	\$59,841.60
Port St. Lucie	\$42,200.00	\$73,931.00	\$96,000.00		
	\$73,200.00	\$88,271.00	\$109,600.00		
Riviera Beach	\$42,651.00	\$65,442.00			
	\$63,295.00	\$86,175.00			
St Lucie County Sheriff's Office					
Sewalls Point					

**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	\$43,000.00				
	\$64,200.00				
Stuart	\$42,414.00	\$73,879.00	N/A	\$91,068.00	\$35,407.00
	\$73,526.00	\$84,921.00	N/A	\$100,513.00	\$50,635.00
Tequesta	\$47,944.00	\$63,606.00			
	\$76,806.00	\$91,068.00			
West Palm Beach	\$49,964.77	\$85,491.15	\$98,966.69	\$114,566.31	\$43,967.00
	\$85,491.00	\$98,966.69	\$114,566.31	\$130,875.31	\$69,969.00



**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					
Delray Beach					
North Palm Beach	\$48,876.60	\$51,809.20	\$54,917.75	\$54,917.75	\$61,705.58
	\$78,202.56	\$82,894.72	\$87,868.40	\$87,868.40	\$98,728.93
Palm Beach	N/A	\$49,307.00	\$55,425.00	\$59,948.00	\$70,366.39
	N/A	\$72,986.00	\$82,043.00	\$88,146.00	\$107,312.97
Palm Beach Gardens	\$49,040.29		\$3,500.00	\$56,769.42	\$66,894.59
	\$76,000.00		\$10,000.00	\$82,000.00	\$96,000.00
Riviera Beach					
Tequesta					
West Palm Beach	\$44,771.59	\$44,771.59	\$44,771.59	\$62,998.13	\$76,574.62
	\$76,574.62	\$76,574.62	\$76,574.62	\$84,423.52	\$93,076.93

## Summary of Benefits

### **Monetary Benefits**

AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
Atlantis			Officer \$35 hr Sergeant \$35 hr	Detective	Uniforms and dry cleaning provided	2 hr minimum
Boca Raton						
Boynton Beach			300 hours	Tact 10% FTO/PSO 7%	\$400 quarterly	3 hours min
Delray Beach		0-5%	admin=\$31.0 0 SRGT=\$31.0 0 LT=\$31.00 Other=\$31.0 0	FTO 1.5 hrsif you train	\$400 semi- annually	3 hr min
Gulf Stream	3 steps of \$2000.00 (6, 12 & 18 months)		officer \$35.00		all uniforms and dry cleaning	3 hours
Highland Beach		5%	Per FLSA	Det 5%, FTO 5%, Other 5%	\$1,040 / year	Minimum 3 hours OT

SUMMARY OF BENEFITS - MONETARY BENEFITS - CONTINUED						
AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
Juno Beach						
Jupiter		up to 6%	Admin. \$5 hr Officer \$37 sergeant \$42	Det 5 Tactical 5 K9 3hrs wk/4hrs month fto/ps0 5		3 hr min
Jupiter Island		determined annually		FTO 10%	\$300	Min 2 hours
Lake Clarke Shores	N/A	up to 2%	Officer time & ½ Srg. Time & ½	Motors 5% EMT 5% Code 5%	Provide Uniforms (when needed), Boots (1xyear) and vests every 4 years	2 hour minimum paid overtime if not on duty
Lantana	13	Dispatchers 0-5%	Admin \$43.50 Officer \$37.50 Sergeant \$37.50	Det 5% FTO/PSO 5% when doing evidence 3%	road patrol boots \$150.00 Detective \$600	3 hour OT
Manalapan						
MCSO	Deputy Sheriff 10 steps / Sergeant 6 steps	N/A	Admin time ½ Officer time ½ Srgt time 1/2	FTO/PSO add 5% monthly salary	Non-uniform position \$100/mth \$125/yr shoe allowance	3 hours minimum
North Palm Beach	9	Success'l LVL I 2.5% Except'l LVL III anything below Success I is 0	Admin Charge \$11.85 Officer \$42.02 Sergeant \$42.02 Captian \$42.02	Detective 5% Tactical 5% (marine) Motors 5% K9 5% FTO/PSO 5% night shift differential 5%	\$85 Monthly for uniformed and \$500 lump sum for plain clothed employees	
Ocean Ridge	n/a	0-5%	Admin \$10 Officer \$35	Detective \$53,179.36		3 hr minimum o/t

Palm Beach	40 steps, 1% between each step (fire rescue only)	Up to 7.5%	Admin Charge included in \$70/hr rate, premium dates \$100/hr	Motors \$2,200/yr FTO/PSO officer=\$5,000, Sgt = \$3,000	Clothing: \$1,080 (police Lt and above, plainclothes officers and plainclothes sergeants), Shoes: \$100 sworn officers and sworn Fire Rescue, Uniforms: \$325 Crime scene and Dispatchers, \$215 all sworn staff	Yes, minimum 3 hours
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**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	4 to 10 Depending on position		Deputy \$35 Supervisor \$40 OIC \$45	Det: 5% Tactical: 5% (agent-LE only) Motors: 5% (LE only) K9:5% FTO/PSO: 5% and 10%	None	Regular pay during regularly schedule work hours min of 3hrs if called to testify
Palm Beach Gardens			Officer \$37 Srgt \$42 other \$32 comm. Opr; \$37 comm supv	Det 5% motors \$50/wk K9 \$60/mth FTO 3% other 2.5% if most shift after 12am 5% for inv	Uniform main. \$100/mo pers. \$75/mo shoe \$125/yr det \$750/yr tac \$375/yr	off duty min 3 hrsat 1.5 his/her reg rate
Palm Beach Shores			Special duty rate \$35/hr \$50/hr if on town holiday 3 hour minimum for special duty	FTO/PSO 5%	Town provides 3 shirts & 3 pants town will reimburse \$80 annually toward shoes	Attendance while on duty, payment at regular pay. When not on a regular shift, paid a minimum of 2hrs paid for continuances or default.

Palm Springs	13	4%		Det \$50 MO	\$500 yr uniformed personnel \$125 safety shoe allowance CIU \$500 clothing	4 hr mininum
Port St. Lucie	Police 13, Sgt 7, LT 4		Officers 1.5 hrs, SGT 1.5 hrs	Det. Extra \$1 hr Tac. \$1 Sgt only K9 1.5 add'l hrs FTO. 10hr-2hr High Liability \$250 yr	While assigned to special divisions receive \$60/mo otherwise \$20/bi-weekly	Pd min. 3hrs if required to appear on day off paid min. 1hr for telephonic conference with state attorney office on day off
Riviera Beach						
St Lucie County Sheriff's Office						
Sewalls Point						

SUMMARY OF BENEFITS - MONETARY BENEFITS - CONTINUED						
AGENCY	STEP PLAN(S)	MERIT PAY	OT / EXTRA DUTY	ASSIGNMENT PAY	CLOTHING ALLOWANCE	COURT TIME
South Palm Beach			Officer \$35	FTO/PSO 5%	Supplies with Cleaning	3 hours
Stuart	N/A	\$500-\$1000	Ofcr \$32 Sgt \$32 Lt \$32	Det 5% K9 - 1 hr/day off + \$17 per work day 1 hr OT FTO \$50@pay period for midnights	Detectives \$500/year	Straight or OT
Tequesta						
West Palm Beach		5% between steps	Officer \$40.00 Sergeant \$45.00 Lieutenant \$50.00	Detective 5% Tactical 5% motors \$75 K9 1.5% FTO/PSO 5%	\$650 Cleaning \$80 Shoes	

## Extra Benefits

AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Atlantis	3 days in state 5 days out of state	10	98 hours	\$100 per year	4 hr per month up to 15 hrs per month depending on time in service
Boca Raton					
Boynton Beach	3 working days in state and 5 working days out of state	11	96 hours		96 hours to 200 hours per year based on years of service
Delray Beach	3-5 days per occurrence	11	96 hours		0-3 yr = 96 hrs, 3-7 yr = 112 hrs, 7-11 yr = 128 hrs, 11 +yr = 144 hours
Gulf Stream	3 days	12	96 hours	5% per year up to 10%	80 hours with increase to 200 at 15 years
Highland Beach	3-5 days	15	12		10-20 based on years of service
Juno Beach					
Jupiter	3 working 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 12 YOS = 152 hrs 14+ YOS = 160 hrs
Jupiter Island	25.20 Hours per event	12	100.80 hours	Part of career Path	5 yrs of service 80hrs 5 - 10 yrs 120 hours 10 yrs 160 hours

EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Lake Clarke Shores	3 days - 2 additional if travel is necessary	11	12		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+ yrs = 30 days
Lantana	3 days less than 300miles of travel 5 days more than 500 miles travel	10 + 1 personal day	84 hours	\$100.00 per year of service after 3 years if hired prior to 10-01-05	1-5 yrs 84 hrs/ 6-8 yrs 101 hrs 9-15 yrs 126 hrs 16 or more yrs 168 hrs
Manalapan					
MCSO	3 days in state/ 5 days out of state	10 holidays per year	96 hours per year	5% of lump sum on anniversary date	0-5 yrs 6.66/mth, 5+yrs 10.00/mth, 11+yrs 11.33mth, 12+yrs 12.00/mth, 13+yrs 12.66/mth, 14-15yrs 13.33/mth, 16+yrs 14.00/mth
North Palm Beach	3 days	11 days	96 hrs per year		Less than 6yrs 80hrs, 6-10yrs 120hrs anything more than 10yrs 160hrs
Ocean Ridge	Yes after 12 mo probation, 3 days in-state, 5 days out of state, for immediate family. 1 day/year for other family other than immediate	11	10 days	10yr - \$1,000, 15yr - \$1,500, 20yr - \$2,000	0-5 YOS = 10 days 5 - 10 YOS = 15 days 10+ YOS = 20 days
Palm Beach	Immediate family: 24 work hours for in-state, 40 work hours for out of state. Fire Rescue: 24 hour shift personnel- one duty day (24 hours) and two duty days (48 hours)	96 hours - Holiday hrs are built into vacation leave plan.	96 hours	Performance bonus plan, up to \$6,000/yr	Officers, Sergeants, Dispatch; 1-4 yrs: 176hrs/yr; 5-9 yrs 216 hrs/yr; 10-14 yrs 232 hrs/yr; 15+ yrs 256 hrs/yr



Palm Beach County School Board Police Department					
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EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Palm Beach County Sheriff's Office	may be granted up to 4 days for death of immediate family member; or 5 days leave for death of immediate family member outside of Florida	13	4 hours pay period when employee works or is compensated for more than half the workdays in the pay period	Years of continuous service/percentage received: 10+yrs/2%; 15+yrs/ 5%; 20+yrs/10%	4 hrs per pay period when employee works or is compensated for more than half the workdays in the pay period
Palm Beach Gardens		12	0-4 yrs = 300 hrs, 5-8 yrs = 400 hrs, 9-12 yrs = 450 hrs, 13-16 yrs = 500 hrs, 17-20 yrs = 550 hrs, over 20 = 640 hrs		0-4 yrs = 192 hrs, 5-8 yrs = 216 hrs, 9-12 yrs = 240 hrs, 13-16 yrs = 276 hrs, 17-20 yrs = 300 hrs, over 20 yrs = 336 hrs
Palm Beach Shores	Maximum 3 days with pay for death of immediate family if travel of 250 miles is required an additional 2 days will be granted	12 days	96 hours (8 hours/month earned)	\$100 after 2 years then \$50 per year thereafter until reaching 20 years employment. Caps at \$1000/yr	1yr 80hrs, 2yrs 88hrs, 3yrs 96hrs, 4yrs 104 hrs, 5yrs 112hrs, 6yrs 120hrs, 7yrs 128hrs, 9-10yrs 136hrs, 11-12yrs 144hrs, 13-14yrs 152hrs, 15yrs 160hrs
Palm Springs	FT emp up to 3 days or 24 hours off with pay for imm. Family member death	13 plus 8 hr for birthday	PLT replaced sick & vacation 2006		0-5 yrs = 160 hrs; 6-10yrs = 200 hrs; 11-20 yrs = 240hrs
Port St. Lucie	up to 5 days in any 12 month period for	12	Accrue 96 hours annually	Police-\$1,200, SGT - \$2,000, LT-\$2,400 in lump sum	Accrue 0-3 yrs-80hrs, 4-9yrs -120 hrs, 10-19yrs - 160hrs, 20+yrs-

Riviera Beach					
St. Lucie County Sheriff's Office					
Sewalls Point					
South Palm Beach	3 or 4 days withn	12	12	10-15-20 yrs	3.25 hrs per day(year 1-5) 4.84 hrs per day(year 5-10) 6.47 hrs per day (year 10+)

EXTRA BENEFITS - CONTINUED					
AGENCY	BEREAVEMENT LEAVE	HOLIDAYS	SICK LEAVE	LONGEVITY	VACATION
Stuart	5 days	9		N/A	0-2 YOS = 60 hrs 3-5 YOS = 200 hrs 6-15 YOS = 240 hrs 16+ YOS = 280 hrs grandfathered employees = 296 hrs
Tequesta					
West Palm Beach	3 days if travel 400 miles or more add'l 2 days charged to leave accrual	11 days	12 days		

## Miscellaneous Benefits

AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Atlantis	Chief, Detective, and Crime scene	Up to 960 hours depending on time on time in service		
Boca Raton				
Boynton Beach	for work use only, not for personal use	Employees with more than 120 sick hours may sell back 50% of the excess over 120 hours	No longer- 2 people currently grand fathered in	Reimbursement is at the state college/university rates "A" = 100%, "B"=75%, "C"=50% of tuition & books
Delray Beach	Yes, Must reside in Palm Beach or Broward County	Max 1120 sick, 288 vacation at retirement	Yes, 5 Tiers \$ .50/hr each tier	12 credits per fiscal year
Gulf Stream		Annual payout		
Highland Beach	no	30%-50% not to exceed 560 hours		100% A, 75% B, 50% C
Juno Beach				
Jupiter	yes	min 2 YOS = max 480 2-5 YOS = 30% conversion 6-10 YOS = 40% conversion 10+ YOS = 50% conversion	Master Police Officer	public tuition rate up to 5 classes /yr percentage adj made on budgeted funds for the year

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Jupiter Island	Sergeants	100.80 hrs		\$2,500 Per year
Lake Clarke Shores	N/A	½ of unused sick time is paid at the end of each fiscal year.	N/A	A = 100% B = 75% C = 50% Reimbursement to town if terminated or leave employment within two years
Lantana	Only detectives who pay \$1,300 annual	500 hrs max if hired prior 10-1-13 300 hrs if hired after 10-1-13 payout based on %used		Suspended
Manalapan				
MCSO	Members who live in Martin County or within fifteen air miles from the Martin County line shall be eligible for take home vehicles upon the successful completion of their FTO	25% upon resignation or retirement after 5 consecutive years up to 480/ Lieutenant and above 100% up to 480 hours		Up to \$2,000 a year reimbursement A = 100% B = 75% C = 50%
North Palm Beach	yes	50% of balance		yes 2 classes per semester \$5250 annually and \$250 book fee reimbursement is florida resident credit rate charged in state of Florida university system
Ocean Ridge	Chief only	Employees voluntarily terminating employment after 6 months. S/b entitled to 1/4 hrs up to 160 hrs.	n/a	n/a

Palm Beach	<p style="text-align: right;">Cpt</p> <p>and above, Lt,  Detectives, OCVAN  Sgt, Fire Rescue  Division Chiefs</p>	<p>Upon separation: 50% of  balance in excess of 320  hours, NTE 640 hrs paid  Retirement: 50% of  balance, NTE 800 hrs paid</p>	No	<p>Ft employees in  undergraduate  program  receive: 100% for an  “A” or “B” and 75%  for a “C” + bks and  class specific  materials FT  employees in  graduate programs  receive 100% for an  “A” or “B” + books  and specific  materials Rates  used are based on  Palm Beach State  College or Florida  Atlantic University  tuition rates</p>
Palm Beach County School Board Police Department				

MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Palm Beach County Sheriff's Office	Yes, Vehicle assigned provided employee resides in PB, Martin, St Lucie, Hendry, Broward or Okeechobee county, civilian assignments restricted to PBSO business use, commuting and for the occasional, brief personal purpose while commuting	Upon retirement or resignation with continuous full-time employment of more than 5-10 yrs payout 50% 10-25 yrs payout 100% of first 480 hrs and 50% of balance not to exceed max payout of 1200 hours 25+yrs payout 100% up to max payout of 1200 hrs		Up to maximum of \$5,000 per Calender year provided employee received a grade of "C" or better
Palm Beach Gardens				
Palm Beach Shores	yes	After 10 yrs of employment, 50% of unused sick leave up to a 500hr maximum		must be approved by mayor prior to enrollment must be relevant to employees duties. Paid as reimbursement upon satisfactory completion must remain for 2yrs after reimbursment
Palm Springs	yes			
Port St. Lucie	After 2 Years	5-9 yrs 50%, 10-14 yrs 60%, 15-19 yrs 75%, 20+yrs 100% up to 2040 hrs		\$1,500 per fiscal yr, must remain employed for 2yrs as service obligation
Riviera Beach				
St. Lucie County Sheriff's Office				
Sewalls Point				
South Palm Beach	Yes, Chief and Commander	Upon retirement/termination 50% of all accumulated sick leave over 360 hours		\$1000 per year



MISCELLANEOUS BENEFITS - CONTINUED				
AGENCY	TAKE HOME VEHICLE -- LIMITATIONS	SICK PAYOUT	CAREER PATH	TUITION REIMBURSEMENT
Stuart	Yes	Upon Separation	PO II, Master Officer, Dispatcher II, Master Dispatcher	Yes
Tequesta				
West Palm Beach	yes if living in city limits	Conversion upon retirement		must be job related classes and at an accredited college and up to \$250 for books

## Retirement Benefits

### **Plan Type**

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

<b>AGENCY</b>	<b>FRS</b>	<b>DB</b>	<b>DC</b>
Atlantis	yes	Workers comp	FRS
Boca Raton			
Boynton Beach			
Delray Beach			
Gulf Stream			401K 5 year vest
Highland Beach	Yes	yes	
Juno Beach			
Jupiter		Greater of 60% of covered salary at the time of disability and the monthly income payable for 10yrs certain and life that can be provided by the single sum value of the accrued benefit plus the supplemental retirement benefit	Chapter 185 DB Plan
Jupiter Island	No	DCP	
Lake Clarke Shores	Varies	Nationwide Retirement Solutions	
Lantana	No	for sworn	for dispatchers sworn defined benefit
Manalapan			
MCSO			
North Palm Beach			
Ocean Ridge	yes	yes	yes
Palm Beach		✓	✓
Palm Beach County School Board Police Department			
Palm Beach County Sheriff's Office	✓	✓	✓
Palm Beach Gardens			
Palm Beach Shores			
Palm Springs			

Port St. Lucie		yes	
Riviera Beach			

RETIREMENT BENEFITS - PLAN TYPE - CONTINUED			
AGENCY	FRS	DB	DC
St. Lucie County Sheriff's Office			
Sewalls Point			
South Palm Beach	Yes	Limited at 6 months	Defined Benefit
Stuart	✓		
Tequesta			
West Palm Beach	No	Yes	

## Retirement Perks

AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Atlantis		Workers comp		2.5%
Boca Raton				
Boynton Beach	Yes 15 yrs at 50 YOA or 10 yrs at 55 YOA	Yes, 66 2/3 per year service	year max 7% 5	No
Delray Beach	Age 55, 25 yrs Service	LTD	Yes, after 25 years	
Gulf Stream				
Highland Beach	Per FRS	Yes, STD & LTD Benefits paid for by town	yes, FRS	FRS
Juno Beach				
Jupiter	tier 1 - age 55 w/ 10 YOS or total age + Credited svc = 780 mth tier 2 - age 55 w/	Greater of 60% of covered salary at the time of disability and the month income payable for 10yrs certain and life that can be provided by the single sum value of the accrued benefit plus the supplement retirement benefit	8 year drop	NO

RETIREMENT PERKS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Jupiter Island	65 yrs of age 3 year vesting	STD paid by employer, LTD paid by Employee Duty Disability up to one year	No	Determined Annually
Lake Clarke Shores	N/A	Short Term	N/A	N/A
Lantana	50 years old at least 10 years of service	Sworn duty disability - 42% or accrued benefit whichever is greater sworn non-duty disability 25% or accrued benefit whichever is greater	5 years	Sworn up to 2.5% based on CPI
Manalapan				
MCSO				Supplemental Pay - \$20.00 Monthly

RETIREMENT PERS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
North Palm Beach	55 or older or who is age 52 with 25years of service, age 50 with a 3% per year refuction			
Ocean Ridge	FRS Guidelines	Town provides s/t and L/t disability	per FRS guidelines	
Palm Beach	Age 65	LTD fully paid by town, 2/3 of employee's gross salary, up to \$9,000/month, depending on salary	Yes, 5 years	No
Palm Beach County School Police				
Palm Beach County Sheriff's Office	Per current statute	Per current statute	Per current statute	Per current statute
Palm Beach Gardens				
Palm Beach Shores				
Palm Springs	20 yrs credited age 50 and 15 years credited age 55 and 10 years credited	Service incurred non-service incurred with 10 years of service	5 yrs max	not to exceed 3%
Port St. Lucie	age 52 with 25 yrs of service or age55 with 10yrs of service. Early age 50 with 10 yrs of service	day 1 coverage in line of duty-42% after 10 years not in the line of duty - 25%	yes-at normal retirement eligibility	None
Riviera Beach				
St. Lucie County Sheriff's Office				
Sewalls Point				
South Palm Beach	Normal Age	Limited at 6 months	yes	yes
Stuart	FRS Guidelines			

RETIREMENT PERS - CONTINUED				
AGENCY	NORMAL / EARLY RTMT	DISABILITY	DROP	COLA
Tequesta				
West Palm Beach	age 55 less then 20 yrs, age 50 20 years or more, any age with 25 years		Yes	age 65



**Contribution Rates and Accruals**

AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
Atlantis	3%		3%	97%
Boca Raton				
Boynton Beach	3 ½% per year service	300 hours of overtime	8%	38.21%
Delray Beach	2.75/3.0/ 3.5	Salary- Best 5 out of 10	9%	
Gulf Stream			8%	21%
Highland Beach	Per FRS		3% per FRS	22.57% Per FRS
Juno Beach				
Jupiter	tier 1 2.75% tier 2 full benefits after 1 YOS, probationary employees shall receive benefits after the first 14 calendar days of lost time.	Hired befor 3-6-12 rate of 7.56% of your covered salary. This rate increases to 8.78% effective 10-1-12 9.25% effective on 10-1-15 Hired on or after 3- 6-12 rate of 10.0% of your covered salary	10%	

CONTRIBUTION RATES AND ACCRUALS - CONTINUED				
AGENCY	BENEFIT ACCRUAL RATE	AFC	MEMBER CONTRIBUTIONS	AGENCY CONTRIBUTIONS
Jupiter Island			eligible up to 3.5% Match	13.5%
Lake Clarke Shores	N/A	Varies	2%	9%
Lantana	3%	Best 5 of last 10	7%	\$429,970.00
Manalapan				
MCSO			3% of their monthly salary towards their Florida retirement system	
North Palm Beach			4%	
Ocean Ridge			3% - per FRS guidelines	Clerical 7.52% Special Risk 22.57%
Palm Beach	4% of town match + discretionary add 4% Town contribution, FR union 2% town match, no discretionary; Defined benefit 1.2% multiplier and number of years of service	Last 5 years	6.47% mandatory (2.47% DB / 4% DC) Fire Rescue union: 6.82% mandatory (4.82%DB / 2%DC)	DC 8% employee salary (\$303,412 FY 15 Police) DB: \$2,144,661 in FY15 for police
Palm Beach County School Board Police Department				
Palm Beach County Sheriff's Office	Per current statute	Per current statute	3% or per current statute	RR: 7.26% / SR: 22.04%
Palm Beach Gardens				
Palm Beach Shores				
Palm Springs	partially vested 5 yrs credited svc increases annually by 10% up to 100% max at 10 yrs credited svc.	Basic wages including detail pay & overtime pay	3% FRS or 6.6%	

Port St. Lucie	3.27%	Salary Pensionable OT cap of 300hrs for cops hired prior to 5- 1-2013 No sick time for cops hired after 5-1-2013 Cap balances on 5-1- 2013 for cops hired before	9% pre-tax bi-weekly	For fiscal year ending 9-30-2017 the city's estimated % of payroll funding is 21.9%
Riviera Beach				
St. Lucie County Sheriff's Office				

<b>CONTRIBUTION RATES AND ACCRUALS - CONTINUED</b>				
<b>AGENCY</b>	<b>BENEFIT ACCRUAL RATE</b>	<b>AFC</b>	<b>MEMBER CONTRIBUTIONS</b>	<b>AGENCY CONTRIBUTIONS</b>
Sewalls Point				
South Palm Beach			3%	22.57%
Stuart	FRS Guidelines			
Tequesta				
West Palm Beach	3%	3 yrs	11%	17.36%

## Insurance Benefits

### ***Insurance provider***

AGENCY	INSURANCE PROVIDER
Atlantis	
Boca Raton Police Department	
Boca Raton Fire Department	
Boynton Beach	Cigna (High Deductible Health Plan)
Delray Beach	Cigna (Besides HMO, we have HMO BUYUP, PPO with deductible)
Gulf Stream	Blue Cross Blue Shield
Highland Beach	Florida Blue
Juno Beach	
Jupiter	Cigna
Jupiter Island	Florida Blue
Lake Clarke Shores	Aetna/Town pays \$900 per month towards all insurance
Lantana	Aetna + American Public Life (supplemental)
Manalapan	
Martin County Sheriff's Office	Florida Blue
North Palm Beach	United
Ocean Ridge	Florida Blue Cross
Palm Beach	Florida Blue (BCBS)
Palm Beach County School Board Police Department	
Palm Beach County Sheriff's Office	Cigna Health
Palm Beach Gardens	
Palm Beach Shores	Blue Cross Blue Shield
Palm Springs	

AGENCY	INSURANCE PROVIDER
Port St. Lucie	Blue Cross Blue Shield
Riviera Beach	
St. Lucie County Sheriff's Office	
Sewalls Point	
South Palm Beach	Blue Cross Blue Shield
Stuart	Cigna
Tequesta	
West Palm Beach	Cigna

**Health (Monthly)**

--Employee Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family		13%	
Boca Raton** (HRA Plan)	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Spouse Children Family		\$0 \$630.76 \$537.81 \$823.31	
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$0 \$218.21 \$174.76 \$370.24	\$27.41 \$145.67 \$108.98 \$217.99	
Gulf Stream	Employee Employee + 1 Employee + 2 Family			
Highland Beach	Employee Employee + 1 Employee + 2 Family		\$123.48 \$186.31 \$309.44	

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Juno Beach	Employee Employee + sps Employee + chdrn Family			
Jupiter	Employee Employee + 1 Employee + 2 Family	\$227.72 \$461.86 \$729.34		\$519.40 \$1,042.60 \$1,532.52
Jupiter Island	Employee Employee + 1 Employee + 2 Family		\$53.38 \$127.05 \$98.22 \$166.55	\$64.89 \$154.44 \$119.39 \$202.45
Lake Clarke Shores (Town pays \$800 monthly per employee towards all insurances.) <b>HMO / HMO / HSA</b>	Employee Employee + 1 Employee + 2 Family			
Lantana	Employee Employee/Sp Employee/Child Family	\$0 \$262.54 \$227.44 \$510.10	\$28.99 \$323.53 \$282.43 \$600.00	
Manalapan	Employee Employee + spouse Employee + children Family			
MCSO **Other=High Deductible PPO	Employee Employee Non Tobacco Family Family Non Tobacco		150.11 127.87 405.34 345.29	106.38 78.80 287.29 212.81
North Palm Beach	Employee Employee + 1 Employee + 2 Family	0 \$104.98 \$215.80		
Ocean Ridge	Employee Employee + 1 Employee + 2 Family		\$637.13 \$541.56 \$1,178.70	



**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			
Palm Beach County Sheriff's Office	Employee Employee + 1 Employee + 2 Family	31.87 109.34 160.66 N/A	89.26 169.39 243.33 N/A	54.64 132.62 184.26 N/A
Palm Beach Gardens	Employee Employee + 1 Employee + 2 Family			
Palm Beach Shores	Employee Employee + 1 Employee + 2 Family		50%	
Palm Springs **weekly	Employee Employee + 1 Employee + 2 Family			
Port St. Lucie	Employee Employee + 1 Employee + 2 Family		\$44.18 \$346.86 \$196.46 \$349.68	
Riviera Beach	Employee Employee + 1 Employee + 2 Family			
St. Lucie County Sheriff's Office	Employee Employee + 1 Employee + 2 Family			

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Sewalls Point	Employee Employee + 1 Employee + 2 <sup>1</sup> Family			
South Palm Beach	Employee Employee + 1 Employee + 2 Family		0 \$225.20 \$128.80 \$379.20	
Stuart	Employee Employee + 1 Employee + 2 Family	\$50.00 \$204.32 \$156.74 \$333.50	\$90.08 \$292.20 \$233.20 \$453.82	N/A N/A N/A N/A
Tequesta (HSA)	Employee Employee + 1 Employee + 2 Family			
West Palm Beach	Employee Employee + 1 Employee + 2 Family	\$27.16 \$257.98 \$386.96	\$33.65 \$326.05 \$68.07 \$481.57	

<sup>1</sup> Employee + children

**Health (Monthly)**

--Employer Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family		100%  87%	
Boca Raton	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Employee + 1 Employee + 2 Family		\$668.89	
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$533.24 \$901.60 \$838.39 \$1122.82	\$630.25 \$1235.43 \$1140.57 \$1623.46	
Gulf Stream	Employee Employee + 1 Employee + 2 Family		100%  \$3,000.00 annual NRA	
Highland Beach	Employee Employee + 1 Employee + 2 Family	\$743.12 \$1,358.12 \$1,468.24 \$2,092.24	\$922.83 \$1,583.76 \$1,660.43 \$2,321.36	
Juno Beach	Employee Employee + sps Employee + chdrn Family			

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		\$628.02 \$1,494.70 \$1,155.57 \$1,959.44	\$639.53 \$1,522.09 \$1,176.74 \$1,995.34
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	\$546.95 \$1093.90 \$1011.86 \$1558.81	\$603.64 \$1207.28 \$1116.72 \$1720.36	\$640.40 \$1280.81 \$1184.76 \$1825.16
Lantana	Employee Employee/Sp Employee/Child Family	\$600.82 \$963.35 \$914.87 \$1,305.28	\$600.82 \$362.53 \$314.05 \$704.43	
Manalapan	Employee Employee + spouse Employee + children Family			
MCSO **Other=High Deductible PPO	Employee Employee Non Tobacco Family Family Non Tobacco		\$450.30 \$383.60 \$1216.09 \$1035.93	\$425.55 \$315.22 \$1149.19 \$851.25
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$583.24 \$1003.18 \$1446.44		
Ocean Ridge	Employee Employee + 1 Employee + 2 Family		\$637.13	\$500.12 \$0.00 \$0.00 \$0.00
Palm Beach	Employee Employee + 1 Employee + 2 Family	\$388.21 \$827.48 \$1266.74 \$1706.01	\$388.21 \$827.48 \$1266.74 \$1706.01	\$388.21 \$827.48 \$1266.74 \$1706.01

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			
Palm Beach County Sheriff's Office	Employee Employee + 1 Employee + 2 Family	762.57 1566.54 2076.08 N/A	801.20 1686.21 2226.41 N/A	778.86 1625.32 2161.88 N/A
Palm Beach Gardens	Employee Employee + 1 Employee + 2 Family			
Palm Beach Shores	Employee Employee + 1 Employee + 2 Family		100% 50%	
Palm Springs **less Emp Contribution	Employee Employee + 1 Employee + 2 Family			
Port St. Lucie	Employee Employee + 1 Employee + 2 Family			
Riviera Beach	Employee Employee + 1 Employee + 2 Family		\$512.30 \$1818.90 \$1029.30 \$1833.94	
St. Lucie County Sheriff's Office	Employee Employee + 1 Employee + 2 Family			
Sewalls Point	Employee Employee + 1 Employee + Ch Family			

INSURANCE BENEFITS - HEALTH (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
South Palm Beach	Employee Employee + 1 Employee + 2 Family		\$587.00 \$924.80 \$780.20 \$1155.80	
Stuart	Employee Employee + 1 Employee + 2 Family	\$406.11 \$824.35 \$789.12 \$1,184.43	\$408.90 \$803.53 \$794.48 \$1,169.85	N/A N/A N/A N/A
Tequesta	Employee Employee + 1 Employee + 2 Family			
West Palm Beach	Employee Employee + 1 Employee + 2 Family	\$543.10 \$1,031.90 \$1,031.90 \$1,547.85		

**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			
Boynton Beach	Employee Employee + 1 Employee + 2 Family	%0  \$54.45		
Delray Beach	Employee Employee + 1 Employee + 2 Family	\$15.99 / Vision \$4.92 \$30.40/ Vision \$9.58 \$40.17/ Vision \$13.74		
Gulf Stream	Employee Employee + 1 Employee + 2 Family			
Highland Beach	Employee Employee + 1 Employee + 2 Family		\$65.04 \$54.61 \$122.01	
Juno Beach	Employee Employee + sps Employee + chdrn Family			
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 \$45.76 \$94.84 \$94.84	\$6.58 \$13.16 \$12.50 \$19.65
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family			
Lantana (DMO Dental / Eye)	Employee Employee/Sp Employee/Child Family	\$0 \$5.63 \$6.91 \$12.52	\$0 \$0 \$0 \$27.24	
Manalapan	Employee Employee + spouse Employee + children Family			
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	5.27 N/A N/A 15.07
North Palm Beach	Employee Employee + 1 Employee + 2 Family		\$16.90  \$57.66	\$6.67 \$12.69 \$18.62
Ocean Ridge	Employee Employee + 1 Employee + 2 Family		\$40.64 \$47.80 \$88.44	
Palm Beach	Employee Employee + 1 Employee + 2 Family	N/A	.57D/11.57v 60.39D/12.22V 60.39D/16.73V	N/A
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family			



DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Palm Beach County Sheriff's Office	Employee	0	0	N/A
	Employee + 1	15.25	36.60	N/A
	Employee + 2	27.41	62.48	N/A
	Family	N/A	N/A	N/A
Palm Beach Gardens	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Palm Beach Shores	Employee		50%	
	Employee + 1			
	Employee + 2			
	Family			
Palm Springs	Employee			
	Employee + 1	14.50 wk		
	Employee + 2	47.50 wk		
	Family	77.50 wk 97.50 wk		
Port St. Lucie	Employee		\$2.82	
	Employee + 1		\$22.14	
	Employee + 2		\$12.54	
	Family		\$22.32	
Riviera Beach	Employee			
	Employee + 1			
	Employee + 2			
	Family			
St. Lucie County Sheriff's Office	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Sewalls Point	Employee			
	Employee + 1			
	Employee + 2			
	Family			

DENTAL & VISION (MONTHLY) – EMPLOYEE CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES	HMO	PPO	POS / OTHER
South Palm Beach	Employee Employee + 1 Employee + 2 Family		0 \$15.66 \$12.01 \$31.24	
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			
West Palm Beach	Employee Employee + 1 Employee + 2 Family	\$0 \$5.82 \$16.52		

**Dental & Vision (Monthly)**

– Employer Contribution

AGENCY	COVERAGES	HMO	PPO	POS / OTHER
Atlantis	Employee Employee + 1 Employee + 2 Family		100% 100% 100% 100%	
Boca Raton	Employee Employee + 1 Employee + 2 Family			
Boynton Beach	Employee Employee + 1 Employee + 2 Family	3.50	30.30	
Delray Beach	Employee Employee + 1 Employee + 2 Family			
Gulf Stream	Employee Employee + 1 Employee + 2 Family			
Highland Beach	Employee Employee + 1 Employee + 2 Family		\$40.36 \$40.36 \$40.36 \$40.36	
Juno Beach	Employee Employee + sps Employee + chdrn Family			
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		\$39.46 \$85.22 \$134.30 \$134.30	
Lake Clarke Shores	Employee Employee + 1 Employee + 2 Family	43.24 86.22 99.00 142.09		
Lantana	Employee Employee/Sp Employee/Child Family	\$13.37 \$21.15 \$22.90 \$30.69	\$36.78 \$0 \$0 \$64.86	
Manalapan	Employee Employee + spouse Employee + children Family			
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	
North Palm Beach	Employee Employee + 1 Employee + 2 Family	\$14.88   \$37.88	\$14.88   \$37.88	
Ocean Ridge	Employee Employee + 1 Employee + 2 Family		\$35.32	
Palm Beach	Employee Employee + 1 Employee + 2 Family	N/A	41.74D/0.00V 41.74D/0.00V 41.74D/0.00V 41.74D/0.00V	N/A
Palm Beach County School Board Police Department	Employee Employee + 1 Employee + 2 Family			

DENTAL & VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED				
AGENCY	COVERAGES			
Palm Beach County Sheriff's Office	Employee	32.12	61.62	N/A
	Employee + 1	32.13	39.38	N/A
	Employee + 2	57.77	49.11	N/A
	Family	N/A	N/A	N/A
Palm Beach Gardens	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Palm Beach Shores	Employee		100%	
	Employee + 1		50%	
	Employee + 2			
	Family			
Palm Springs	Employee	614.84 mo		
	Employee + 1	less emp		
	Employee + 2	contribution		
	Family	1168.19 mo		
		less emp		
		contribution		
		1168.19 mo		
		less emp		
		contribution		
		1795.33 mo		
		less emp		
		contributions		
Port St. Lucie	Employee			\$32.70
	Employee + 1		\$116.10	
	Employee + 2		\$65.70	
	Family		\$117.06	
Riviera Beach	Employee			
	Employee + 1			
	Employee + 2			
	Family			
St. Lucie County Sheriff's Office	Employee			
	Employee + 1			
	Employee + 2			
	Family			
Sewalls Point	Employee			
	Employee + 1			
	Employee + 2			
	Family			

South Palm Beach	Employee Employee + 1 Employee + 2 Family		\$39.38 \$62.88 \$57.40 \$86.24	
Stuart	Employee Employee + 1 Employee + 2 Family	N/A \$28.96 \$28.96 \$28.96	\$28.96 \$28.97 \$28.97 \$28.97	N/A N/A N/A N/A
<b>DENTAL &amp; VISION (MONTHLY) – EMPLOYER CONTRIBUTION - CONTINUED</b>				
<b>AGENCY</b>	<b>COVERAGES</b>	<b>HMO</b>	<b>PPO</b>	<b>POS / OTHER</b>
Tequesta	Employee Employee + 1 Employee + 2 Family			
West Palm Beach	Employee Employee + 1 Employee + 2 Family	\$11.21 \$13.45 \$12.02 \$19.27		

## 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**