



BENEFITS PACKAGE SUMMARY FIREFIGHTERS & FIRE INSPECTORS HIRED ON OR AFTER 9/25/12



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

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

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



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Annual Leave

Annual leave may not be taken during the probationary period twelve (12) months. Maximum accumulation each fiscal year is 260 hours. At time of resignation or retirement, employee is paid for all annual leave accrued at their current rate of pay. Annual leave is accrued based on continuous, full-time service with the City, as follows:

Shift Employees

| <u>Completed Months of Service</u> | <u>Total Hours/Days Accrued Annually</u> |
|------------------------------------|--|
| 1 month through 60 months | 120 hours |
| 61 months through 120 months | 168 hours |
| 121 months through 180 months | 216 hours |
| 181 months or longer | 264 hours |

Non-Shift Employees

| <u>Completed Months of Service</u> | <u>Total Hours/Days Accrued Annually</u> |
|------------------------------------|--|
| 1 month through 60 months | 96 hours/12 Days |
| 61 months through 120 months | 136 hours/17 Days |
| 121 months through 180 months | 176 hours/22 Days |
| 181 months or longer | 216 hours/27 Days |

Annual Leave Cashout

Employee can opt to receive a one-time per year non-pensionable cash payment for up to seventy-two (72) hours for Shift Employees and sixty (60) hours of annual leave for Non-Shift, provided accrued annual leave bank does not fall below ninety-six (96) hours for Shift and eighty (80) for Non-Shift.

Sick Leave

Each employee earns Non-Shift (96) hours and Shift (144) hours of sick leave annually with no waiting period for use and unlimited accrual. Upon separation of City employment due to resignation, employee shall receive payment of all accrued sick leave at a rate of twenty-five percent (25%) of the employee's current rate of pay at time of resignation. Upon separation of employment due to retirement, employee shall receive payment of all accrued sick leave at a rate of fifty percent (50%) of the employee's current rate of pay at the time of retirement.



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Perfect Attendance

For every six (6) months period (April 1 - September 30) and (October 1 - March 31) in which, no sick or unpaid leave is utilized, Shift employees shall receive ten (12) hours and Non-Shift employees eight (8) hours of annual leave credited.

Holidays

Shift Employees: In lieu of paid day off, employee receives payout of up to 6 non-designated Holiday Days/72 hours twice per year (12 Days/144 hours annually). Employee may bank all or portion of hours to Annual Leave Accrual Bank.

Non-Shift Employees: 9 Paid City recognized Holidays per year

Floating Holidays

Upon completion of (26) weeks of full-time employment with the City, employee shall be entitled to utilize up to three (3) floating holidays per fiscal year. Floating holidays shall not carry over to the next fiscal year.

Bereavement

Qualifying City-paid Bereavement Leave as follows:

Shift Employees

- In-State = 1 Shift
- Out-of-State = 2 Shifts

Non-shift Employees

- * In State = Up to 3 Days
- * Out of State = Up to 5 Days

Longevity

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

| <u>Years of Creditable Service</u> | <u>Longevity Benefit*</u> |
|------------------------------------|---------------------------|
| 10 Years | 2.5% |
| 15 Years | 2.5% |
| 20 Years | 2.5% |

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



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Take Home Vehicle

- Fire Inspectors: Assigned City-issued take home vehicle; no personal use

Supplemental Incentives

- Qualifying Incentive Pays – Education Pay, Certification Pay, Assignment Pays, Safe Driving Award
- \$200 Annual Uniform Allowance

Tuition Reimbursement

After one (1) year of full time employment. Reimbursement covers tuition, books and laboratory fees only.

- 100% reimbursement for a grade of A or B
- 50% reimbursement for a grade of C

Credit Union

City County Credit Union is located at the corner of 44th Street and Pine Island Road

Retirement:

- Employee Contribution = 10.63%
- Vesting = 10 Years
- Average Final Compensation (AFC) = Greater of Average 3 highest consecutive or 5 highest of the last 10 years of creditable service
- Maximum Benefit = 80% of AFC
- Normal Retirement = Age 55 and ten (10) years of creditable service OR Age 52 with 25 years
- Early Retirement = Age 50 and ten (10) years of creditable service, 3% annual reduction for each year prior to normal retirement age
- Cost of Living Adjustment (COLA) of 2.5%, commencing at the end of the seventh (7th) year following initial receipt of retirement benefits
- Deferred Retirement Option Plan (DROP) = 7 years/84 months maximum
- DROP Interest Rate = 6%, compounded annually



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City-Paid Medical Benefits

- Group Health Insurance: The City pays for 100% of the cost for single coverage for full-time employees and 66.66% of cost for Dependent/Family Coverage. Upon retirement and separation from City employment, employee receives a monthly supplemental benefit of \$500 per month until age 65 and \$300 thereafter.
- Life Insurance: \$50,000
- Accidental Death & Dismemberment (AD&D): \$50,000
- Employee Assistance Program (EAP) through Cigna Behavioral

Optional Voluntary Benefits at Employee's Cost

The City offers the following optional voluntary benefits paid by the employee.

- Single or Family Dental Insurance Coverage
- Single or Family Vision Insurance Coverage
- Accident Indemnity Advantage
- Life Insurance Coverage
- AD&D
- Long Term Disability Insurance Coverage
- Long Term Care Insurance Coverage
- Short Term Disability
- Catastrophic Health & Intensive Care
- ICMA Retirement Compensation Programs
 - ICMA 457 Deferred Compensation Plan
 - ICMA 401(a) Governmental Purchase Plan (newly hired)

Important Note: The description of benefits for which, an employee may be eligible have been generally summarized in this information sheet for your convenience; however, you must refer to all applicable City ordinances, collective bargaining agreements and/or plan documents for specific terms and conditions. These benefits may be affected by future changes in policy, collective bargaining, City ordinances and/or legislative actions. The City reserves the right to increase, modify, decrease or eliminate benefits at any time. No benefit is created or maintained simply based on this document, and its contents do not give rise to any contractual rights related to continuing employment or receipt of benefits between the City of Sunrise and its employees. The information contained herein supersedes any prior benefit sheet(s).