BENEFITS PACKAGE SUMMARY
FIREFIGHTERS & FIRE INSPECTORS
HIRED ON OR AFTER 9/30/21

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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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 stipend of $500 per month, applicable toward retiree health coverage.
- Life Insurance: $50,000
- Accidental Death & Dismemberment (AD&D): $5,000
- Employee Assistance Program (EAP) through SupportLinc

Retirement:

- Employee Contribution = 8%
- Vesting = 10 Years
- Average Final Compensation (AFC) = Average of 5 highest of last 10 years of creditable service
- Maximum Benefit = 70% of AFC
- Normal Retirement = Age 55 and ten (10) years of creditable service, 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
- 13th Check based on monthly retirement, payable if the pension plan funding status is 100% funded
- Deferred Retirement Option Plan (DROP) = 4 years/48 months maximum
- DROP Interest Rate = based on actual return of the plan with a minimum of 0% and maximum of 4% if plan is fully funded

Longevity:

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

Years of Creditable Service	Longevity Benefit*
10 Years	5.0%
15 Years	7.5%
20 Years	10.0%

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

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Holidays:

Shift Employees: In lieu of paid day off, employees receive payout of up to six (6) non-designated Holiday Days/72 hours the first six (6) months and up to seven (7) non-designated Holiday Days/84 hours the second six (6) months per year (13 Days/156 hours annually). Employees may bank all or a portion of their hours to Annual Leave Accrual Bank.

Non-Shift Employees: Ten (10) Paid City recognized Holidays per year.

Annual Leave:

Annual leave may not be taken during the probationary period twelve (12) months. Maximum accumulation each fiscal year for non-shift employees is 240 hours and for shift employees is up to (12) shifts (288) 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

Completed Months of Service	Total Hours Accrued Annually
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

Completed Months of Service	Total Hours Accrued Annually
1 month through 60 months	96 hours
61 months through 120 months	136 hours
121 months through 180 months	176 hours
181 months or longer	216 hours

Annual Leave Cash Out:

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.

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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 twelve (12) hours and Non-Shift employees eight (8) hours of annual leave credited.

Floating Holidays:
Upon completion of (26) weeks of full-time employment with the City, Non-Shift employees 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.

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.

Bereavement:
Qualifying City-paid Bereavement Leave as follows:

Shift Employees	Non-shift Employees
• In-State = 1 Shift	* In State = Up to 3 Days
• Out-of-State = 2 Shifts	* Out of State = Up to 5 Days

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

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

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Credit Union:
We Florida Financial Bank & Credit Union – 8890 NW 44th Street, Sunrise, FL. 33351

Optional Voluntary Benefits (paid by the employee):

- Single or Family Dental Insurance Coverage
- Single or Family Vision Insurance Coverage
- Accident Advantage
- Life Insurance Coverage
- AD&D
- Short Term Disability
- Critical Care Protection
- Cancer Protection Assurance
- MissionSquare Retirement Compensation Programs
  - 457 Deferred Compensation Plan
  - 401(a) Governmental Purchase Plan: Newly hired

Supplemental Incentives:

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

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).