BENEFITS PACKAGE SUMMARY
GENERAL EXECUTIVE MANAGEMENT
HIRED ON OR AFTER 10/01/18

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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5% Supplemental Pay

General Executive/Management employees shall receive a five percent (5%) supplemental pay calculated on the employee's base rate of pay.

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 $350 per month, applicable toward retiree health coverage.
- Life Insurance: $50,000
- Accidental Death & Dismemberment (AD&D): $50,000
- Eye Care Reimbursement– $250 every two (2) fiscal years (Employee only)
- EKG/Stress Test – Up to $150 reimbursement per fiscal year (Employee only)
- Physical Examination – $250 reimbursement per fiscal year (Employee only)
- Employee Assistance Program (EAP) through SupportLinc

Retirement

- Employee Contribution = 8%
- Vesting = 10 Years
- Normal Retirement Benefit = 2.5% of pensionable earnings for each year of creditable service
- Average Final Compensation (AFC) = 3 best consecutive earning years
- Maximum Benefit = 80% of AFC, not to exceed $80,000.
- Normal Retirement = Age 62 and ten (10) years of creditable service
- Early Retirement = Age 57 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 equal to or greater than 100%. Paid in December each year following retirement
- Deferred Retirement Option Plan (DROP) = 4 years/48 months maximum
- DROP Interest Rate = 4%, compounded annually

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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	2.5%
15 Years	2.5%
20 Years	5.0%

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

Paid Holidays

Employees receive the following City-paid holidays:

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Juneteenth
- 4th of July, Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

Annual Leave

Annual leave may be taken as earned. Maximum accumulation each fiscal year is 360 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:

Completed Months of Service	Total Hours Accrued Annually
Up to and including first 60 months	152 hours
Greater than 60 months through 120 months	192 hours
Greater than 120 months through 204 months	232 hours
Greater than 204 months	272 hours

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Annual Leave Cash Out (40 hours)
Employee can opt to receive a non-pensionable cash payment twice per year for up to forty (40) hours of annual leave, provided accrued annual leave bank does not fall below eighty (80) hours.

Annual Leave Cash Out – Department Deputy Directors Only (100 hours)
Option of receiving cash payment for up to 100 hours of accrued annual leave exceeding the applicable annual leave cap of 360 hours, paid at 100% of their hourly rate at the end of the fiscal year.

Floating Holidays
Upon completion of twenty-six (26) weeks of full-time employment with the City, employee shall be entitled to utilize up to five (5) floating holidays per fiscal year. Floating holidays shall not carry over to the next fiscal year.

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, an employee shall receive ten (10) hours of annual leave credited. Employees who qualify for a consecutive Perfect Attendance benefit shall receive fourteen (14) hours of annual leave credited for each applicable consecutive earning period.

Sick Leave
Each employee earns (96) hours (12 days) of sick leave annually with no waiting period for use and a maximum accrual of 1,440 hours. 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.

Sick Leave Conversion
After completion of one (1) year of continuous, full-time employment with the City, an employee may convert their unused portion of their first six (6) days (maximum of forty-eight (48) hours) of accrued sick leave into annual leave. Conversions are subject to the following: A minimum of 96 unused sick leave hours accrued prior to hours being converted, total eligible sick leave hours to be converted shall be reduced hour-for-hour by any sick leave hours utilized during the eligible benefit period, and conversion subject to annual leave accrual cap.

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Bereavement
Qualifying City-paid Bereavement Leave as follows:

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

Tuition Reimbursement
After two (2) years of full-time employment
- 100% reimbursement for a grade of A or B
- 50% reimbursement for a grade of C
- $500 books/lab reimbursement per semester

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
- Long Term Disability Insurance Coverage
- Long Term Care Insurance Coverage
- Short Term Disability
- Critical Care Protection
- Cancer Protection Assurance
- MissionSquare Retirement Compensation Programs
  - 457 Deferred Compensation Plan
  - 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).