



BENEFITS – POLICE OFFICER

ANNUAL LEAVE: Eligible one year from date of employment. Maximum accrual of 360 hours.

0 through 5 full years	8 hours per month
5 to 10 full years	10 hours per month
10 to 15 full years	12 hours per month
15 years and over	14 hours per month

SICK LEAVE: 8 hours per month. Any hours in excess of 960 will be paid off annually according to payout schedule.

HEALTH INSURANCE (Premiums): Employee Medical HRA - Paid 100% by City. Employee contributions is required for PPO employee coverage; Employee Dental and Vision paid by the employee.

CONTINUOUS SERVICE BENEFIT: As of December 2015 each year- paid during the month of December.

10 to 15 full years	\$1,500 annually
15 full years and over	\$2,000 annually

WORKER'S COMPENSATION/DISABILITY LEAVE: Regular rate of pay except where applicable State law provides a greater benefit. If granted Worker's Compensation, Social Security or other benefit, employee will be paid the difference between those benefits and the regular rate of pay for the hours the employee would otherwise have been regularly scheduled to work.

ACCIDENTAL DEATH & DISMEMBERMENT: (maintained by the City) - \$25,000. Wrongful Death - \$75,000.

PENSION PLAN (Required): Defined Benefit Plan upon hire. Vested after 10 years. Retirement eligibility: 20 years of service or age 55 with 10 years of service, a 7-year Deferred Retirement Option Plan (DROP) and retirement supplement of \$20/month for each year of service. Mandatory employee contribution: 11.5%. City contributes actuarially determined amount. **Optional:** 457 Deferred Compensation Saving Plan is available.

HOLIDAYS: 12 per year: 10 recognized holidays and 2 floating days.

FUNERAL LEAVE: If in State- up to 3 workdays If out of State- up to 5 workdays

PERFORMANCE EVALUATION: Employees receive an annual performance evaluation on their anniversary date of employment or last promotion. Provided the evaluation is satisfactory or above, the employee's base salary shall be moved up to the next applicable step.

TUITION REIMBURSEMENT: Eligible when employed a minimum of 12 months, subject to available department funds. Must be approved prior to enrollment.

PROFESSIONAL DEVELOPMENT & BONUS: An officer who has or acquires at least 90 semester hours toward a baccalaureate degree in Public Administration, Business Administration, or Criminal Justice shall receive a professional development bonus of \$150 annually.

UNIFORM ALLOWANCE

ACCIDENT-FREE BONUS

DETECTIVE ASSIGNMENT PAY

MILITARY LEAVE: Not to exceed 30 days each calendar year.

This summary is an overview of information contained in the City of Boca Raton Ordinances, Policies, Procedures, and collective bargaining agreement. Please refer to the appropriate document for specific explanation.

