



# CITY OF DELRAY BEACH

## Your Benefits at a Glance Department Heads

This is a short guide to the benefit options available to employee of the City of Delray Beach. Additional information regarding the plans described, including any applicable payroll deduction, may be found in the Employee Benefit Guide

### 11 Paid Holidays

- New Year's Day
- Martin Luther King Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving day and the Friday after
- Christmas Eve
- Christmas Day

### Personal Holiday

1 day per year, employee selection. Available after 6 months of continuous service.

### Personal FSLA Days

5 days per year, employee selection. Available after 6 months of continuous service.

### Sick Leave

8 hours of Sick Leave is earned each month of service.

Accrual begins upon first day of work

Eligible for use after 6 months of employment

Maximum accumulation 1,120 hour / 140 days

Incentive – Able to sell back time at the end of the fiscal year. Employees can sell back 40 hours less any time used during the year. 40 hours must remain in your Sick Leave Bank.

### Vacation Leave

Vacation Leave is earned each month of service

Accrual begins upon first day of work

Available after one year of employment

Maximum accrual is 288 hours / 36 days

#### Length of Service

- 1 to 3 years
- 3 to 7 years
- 7 to 10 years
- 11 years and over

#### Annual Vacation Leave

- 96 hours / 12 days
- 112 hours / 14 days
- 128 hours / 16 days
- 144 hours / 18 days



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### Pension Plan

Defined Benefit Plan – guaranteed lifelong benefit.

Employee Contribution – General Employees 3.05% City 12.46%

Employee Contributions begin on your 1 year anniversary

Final benefit is based on the salary for the best 5 consecutive years within the last 10 years or employment

$2.5\% \times \text{best 5 years average salary} \times \text{years of service}$

May elect enhance multiplier of 3% for an additional contribution of 3.45% of pay.

Election is irrevocable.

Vesting begins after 5 years of continuous employment as follows

Length of Service	Vesting	Length of Service	Vesting
Less than 5 years	0%	8 years	80%
5 years	50%	9 year	90%
6 years	60%	10 years	100%
7 years	70%		

Normal Retirement age 65

Early Retirement

Age 55 with 15 years of service, or

20 years of service regardless of age

Benefits are reduced 5% for every year under age 65

### Supplemental Retirement Plans for Department Heads electing the City's Pension Plan

#### ICMA-RC 457

Before-tax contributions

You select investment options

You select contribution amount

Portable

Eligible on date of hire

#### ICMA-RC Roth IRA

After-tax contributions

You select investment options

You select contribution amount

Portable

Eligible on date of hire

### Retirement Plans for Department Heads not electing the City's Pension Plan

Professionally managed ICMA 457 Plan or 401A Plan. Employee contributes, on a pre-tax basis, up to 100% of their taxable compensation after reduction for 457 deferrals, or \$15,500. Employees over age 50 may contribute an additional \$5,000. Employee receives a 3% match of annual salary into a 457 Plan or 401A plan.



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### **Group Health**

Coverage is effective on your 31<sup>st</sup> day of employment.

May elect coverage for your spouse, domestic partner (must be registered with Palm Beach County) and dependent children to age 26.

Employee premiums are before-tax for these benefits.

### **Choice of three medical plans**

Plans are administered by Cigna

- Core HMO

- Buy-Up HMO

- Choice Fund Plan with HRA

### **Choice of two dental plans**

Plans are administered by Solstice Benefits

- S200B DHMO Plan

- Custom DPPO Plan

### **Vision**

Plan is administered by EyeMed

Provides coverage for annual, routine, refractive eye examination, frames and lenses

### **Short-Term Disability**

Provides a weekly benefit of 60% of salary up to \$1,000 per week for any off duty illness or injury

Employee premium based on salary and age

### **Basic Life and Long-Term Disability**

Coverage is provided by the City at no cost to employees.

Basic Life and Accidental Death and Dismemberment

Coverage is effective on your 31<sup>st</sup> day of employment

Long-term Disability

Provides a monthly benefit of 60% of salary up to \$5,000 per month for any off duty illness or injury

### **Supplemental Life Insurance**

Employee may elect additional life insurance coverage.

Employee premiums are in after-tax dollars for these benefits

Life Insurance

- Employee 1 to 5 times annual salary

- Spouse from \$1,000 to \$200,000

- Child(ren) \$10,000 for each child.



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### **Supplemental Benefit Programs**

Employee premiums are in after-tax dollars for these benefits

#### Legal

Two options

Legal Club of America

Free and discounted legal care

Identify theft solutions

LegalShield with IDShield

Will completed at no cost

Phone calls are answered by an attorney

Credit monitoring and restoration for identify theft victims

#### Pet Insurance

Provided by Pet Assure

25% Discount through network veterinarians

PETplus program providing wholesale pricing for pet products and medications

#### Trustmark

Universal whole life insurance

Short Term Disability

Critical Illness

#### Allstate

Supplemental Accident

Supplemental Hospital

### **Employee Assistance Plan**

Provided to all employees at no cost

Available 24 hours a day, 7 days a week

All services are confidential

5 counseling and referral sessions per year for each incidence of care

Services include

Counseling and referral for mental and nervous or substance abuse

Parenting,

Senior or child care

Legal consultation



# CITY OF DELRAY BEACH

## Your Benefits at a Glance Department Heads

### **Employee Health and Wellness Center**

Available to all employee and their dependents (aged 2 and over) enrolled in one of the City's medical plans

No cost for services received at the Center

Services include

- Annual physicals

- Well women exams

- Well man exams

- Laboratory testing and X-rays

- No cost generic medications

- Appointments for services can be made online at [www.delraycare.com](http://www.delraycare.com)