



CITY OF DELRAY BEACH

Your Benefits at a Glance General Employees

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.

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

Pension Plan

Defined Benefit Plan – guaranteed lifelong benefit.

Employee Contribution – General Employees 3.05%

Employee Contributions begin on your first-year anniversary



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Final benefit is based on the salary for the best 3 consecutive years within the last 10 years or employment

$$2.5\% \times \text{Average Salary} \times \text{Years of Credited Service}$$

May elect enhance multiplier of 3% for an additional contribution of 3.45% of pay. This 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 with 10 years of creditable service

Early Retirement

Age 55 with 15 years of creditable service, or

20 years of creditable service regardless of age

Benefits are reduced 5% for every year under age 65

Supplemental Retirement Plans

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

Group Health

Coverage is effective on your 31st 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



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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 31st 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.

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



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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

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