

DELRAY BEACH POLICE OFFICER BENEFITS



Click on the image above to watch the Delray Beach Police Benefits video.

This is a short guide to the benefit options available to Police Officers 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.



DELRAY BEACH POLICE OFFICER BENEFITS

12 Paid Holidays

- *New Year's Day*
- *Martin Luther King Day*
- *Presidents Day*
- *Memorial Day*
- *Independence Day*
- *Labor Day*
- *Veterans Day*
- *Thanksgiving Day*
- *Friday after Thanksgiving*
- *Christmas Eve*
- *Christmas Day*

Personal Holiday

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



DELRAY BEACH POLICE OFFICER BENEFITS

Sick Leave

Years of continuous service

0 - 5 Years = 8 hrs. / month

5 -10 Years = 10 hrs. / month

10+ Years = 12 hrs. / month

Hours of Sick Leave is earned each month of service.

Eligible for use after six months of employment

Maximum accumulation 1,334 hours



DELRAY BEACH POLICE OFFICER BENEFITS

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 360 hours

<i>Length of Service</i>	<i>Annual Vacation Leave</i>
---------------------------------	-------------------------------------

<i>1 to 3 years</i>	<i>10.00 hours per month</i>
----------------------------	-------------------------------------

<i>3 to 7 years</i>	<i>11.67 hours per month</i>
----------------------------	-------------------------------------

<i>7 to 10 years</i>	<i>13.34 hours per month</i>
-----------------------------	-------------------------------------

<i>11 years and over</i>	<i>15.00 hours per month</i>
---------------------------------	-------------------------------------



DELRAY BEACH POLICE OFFICER BENEFITS

Pension Plan for New Hires (hired after June 6th, 2022)

- *If you serve 25 years – you can retire with a full pension regardless of age. Pension benefit is calculated with a 3% multiplier*
- *If you serve 10 years- you can retire with a partial pension; pension benefits will begin at age 55 or older and calculated with a 2.5% multiplier.*

The background of the slide features a large, semi-transparent watermark of the Delray Beach Police Officer Seal. The seal is circular and contains an eagle with its wings spread, perched atop a shield. The shield has a banner across it with the words "POLICE OFFICER" and "DELRAY BEACH" below it. The entire seal is surrounded by a decorative border.

DELRAY BEACH

POLICE OFFICER BENEFITS

Retirement Benefits

- ***100% vested after 10 years of service.***
- ***Normal (full) Retirement benefit is available after 25 years of service. The benefit is calculated 3.0% x 25 years of service x average monthly earnings and based off the highest 5 years of base pay of the last 10 years of your service.***
- ***Base pay includes education enhancements and career officer but does not include overtime.***
- ***Maximum benefit is currently set at \$108,000/year.***
- ***Employee contribution towards pension is 10% of your base salary.***
- ***All members of the retirement plan are eligible to participate in the Deferred Retirement Option Plan (DROP) after 25 years of service.***
- ***Early retirement is not available.***



DELRAY BEACH POLICE OFFICER BENEFITS

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 contribution

**You select investment
options**

**You select contribution
amount**

Portable

Eligible on date of hire



DELRAY BEACH POLICE OFFICER BENEFITS

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

The background of the slide features a large, light-colored watermark of the Delray Beach Police Department badge. The badge is circular with an eagle at the top, a central emblem with a palm tree, and the words 'POLICE OFFICER' and 'DELRAY BEACH FL' around the perimeter. The text 'POLICE OFFICER' is written in a large, bold, blue font across the top of the badge.

DELRAY BEACH POLICE OFFICER BENEFITS

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



DELRAY BEACH POLICE OFFICER BENEFITS

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



DELRAY BEACH POLICE OFFICER BENEFITS

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

A large, light-colored police badge is centered in the background. The badge features an eagle at the top, a central seal with a palm tree and the text 'DELRAY BEACH POLICE FLA', and the words 'POLICE OFFICER' and 'DELRAY BEACH' on banners. The letters 'FL' are prominently displayed at the bottom of the badge.

DELRAY BEACH POLICE OFFICER BENEFITS

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



DELRAY BEACH POLICE OFFICER BENEFITS

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

A large, light-colored police badge is centered in the background. The badge features an eagle at the top with wings spread, a central circular seal with a palm tree and the words 'DELRAY BEACH POLICE', and a banner at the bottom with the letters 'FL'. The words 'POLICE OFFICER' and 'DELRAY BEACH' are also visible on the badge's design.

DELRAY BEACH POLICE OFFICER BENEFITS

Universal whole life insurance

Short Term Disability

Critical Illness

Allstate

Supplemental Accident

Supplemental Hospital



DELRAY BEACH POLICE OFFICER BENEFITS

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 incident of care

Services include

Counseling and referral for mental and nervous or substance abuse

Parenting

Senior or childcare

Legal consultation



DELRAY BEACH POLICE OFFICER BENEFITS

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 that are on the formulary