



Certified Police Employee Benefits

OUR VALUES

The employees of the Town of Palm Beach commit to and are guided by the following values:

- Respect for everyone
- Highest ethical standards
- Cooperation and teamwork
- Commitment to quality
- Spirit of innovation
- Open, timely communication
- Personal responsibility and accountability

Human Resource
Department
360 S. County Road
Palm Beach, Florida
33480

Email:
jobs@townofpalmbeach.com

Call:
(561) 838-5450

Fax:
(561) 838-5451

Pay for Performance Annual Salary Increases

Employees meeting the Town's Pay for Performance guidelines may be eligible to receive an annual increase. The increase percent may not exceed the maximum hourly rate for the job classifications.

	At least 1 year of experience*	Less than 1 year of experience
Florida & Out-of-State Certified Police Officer Starting Pay	\$24.6107/hour (or approx. \$51,190/year)	\$24.3670/hour (or approx. \$51,000/year)
Police Trainee Starting Pay	While attending academy Pending Florida Certification	
	\$16.8269/hour (or approx. \$35,000/year)	

* Starting salaries for those certified with more than 1 year of experience may be offered, per policy, up to and not exceeding, \$25.5854/hour (or approx. \$53,217/year)

Performance Bonus Program

Employees may be eligible for an annual performance bonus based on job performance. The maximum amount payable is \$6,000. Employees become eligible for the performance bonus payment on December 1, following five years of employment with the Town.

Vacation Leave

1 to 4 years of employment - 176 hours
5 to 9 years of employment - 216 hours
10 to 14 years of employment - 232 hours
15 and more years - 256 hours

Sick Leave

96 hours sick leave per year, accrued on a pay-period basis. Forty (40) hours per year may be used for illness of an immediate family member.

Personal Time & Floating Holiday

Employees receive 24 hours personal time per calendar year and 8 hours for a floating holiday per calendar year.

Bereavement Leave

3 days for an in-state funeral, 5 days for out of state (immediate family).

Military Leave

Active military service leave of absence not to exceed one year and will receive full pay from the Town for the first 30 days of active duty in a calendar year. Additionally, annual active duty for training leave compensated by the Town at regular pay not to exceed 240 working hours per year.

Employee Assistance Program

Paid, confidential counseling sessions to assist employees and their families with personal problems to include, but not limited to, marital problems, parent/child conflicts, drug/alcohol abuse, and financial issues.

Education Incentive Program

Employees are eligible after completion of initial trial period. Reimbursement for tuition based upon grade received, for job-related courses or courses required for a job-related degree. Reimbursement is limited to the current tuition charged by either Palm Beach State College for similar state college programs (formerly state community colleges) or Florida Atlantic University for similar university programs.

See other side for insurance and retirement plan benefits

Insurance Benefits

Includes medical, dental, life, accidental death and dismemberment, long term disability insurance, and a flexible spending program. Employees are eligible for coverage the first of the month following 30 days of employment. The Town pays the majority of medical insurance premium for all employees. As of January 1, 2014, reduced premiums are available for those who participate in the newly developed wellness program. Additionally, dependent premiums are shared by the Town and the employee. Dependents include spouses, domestic partners, and children.

Life insurance is provided to eligible employees in the amount of one times the employee's annual gross earnings, rounded to the next higher \$1,000, up to \$100,000. The Town will supplement the insurance payout in the event the employee earnings do not equal \$100,000, providing the employee's beneficiary at least \$100,000 of coverage. Optional life insurance for the employee, spouse and eligible dependents may be elected upon hire.

Retirement Plan

As of October 1, 2016, the Town offers a defined benefit plan for Certified Police Officers. Benefits include an average final compensation multiplied by 2.75% for each year of credited service. Certified Police employees working more than 1,040 hours per fiscal year are required to contribute between 8% and 12% of wages each fiscal year based on the preceding fiscal year performance of the fund and based on a prescribed formula and calculation by the actuary. The Town funds the defined benefit plan based on recommendations made within the annual actuarial valuation. The retirement system requires a minimum of ten years vesting to become eligible for benefits. Additional details regarding retirement benefits are outlined in the Town Code of Ordinances and the summary annual reports that are made available to all employees and the public on the internet on an annual basis.

Optional 457 Deferred Compensation Savings Plan

An optional 457 tax deferred savings plan offered through ICMA-RC is available. This provides for long-term savings plan with a variety of investment options available.

Retirement Health Savings Plan (RHSP)

Eligible Town employees will make a 1% payroll deduction into the RHSP health benefit savings plan. The plan allows an employee to accumulate money to pay for medical expenses for him/herself, spouse and/or dependents (e.g., health insurance and prescription expenses) upon separation or retirement on a tax-free basis. The contribution amount increases to 2% for those with 10 or more years of service. Upon separation of employment and/or retirement 50% of eligible sick leave hours will be contributed to the employees' RHSP account.