



BENEFIT INFORMATION CHARTER OFFICER/ CITY ATTORNEY

In this leaflet, we are providing general information, which will be helpful to you in evaluating the City of Sunrise. If you have questions concerning a specific item, or interpretation, please feel free to contact the Personnel Department at (954) 838-4522.

HISTORY

The City of Sunrise is located in western Broward County and is home to the state's second largest tourist attraction, Sawgrass Mills Mall, which draws over 25 million visitors a year. Sawgrass Mills offers approximately 2.7 million square feet of shopping, dining and entertainment. Also making its home in Sunrise is the 20,000+-seat BankAtlantic Center, home of the NHL's Florida Panthers.

Incorporated in 1961, the City of Sunrise has grown from a small suburban community known as Sunrise Golf Village, to Florida's 19th largest city out of 400+ municipalities. Sunrise has a diverse population of 90,081±.

In all, approximately 1,100 employees work to make Sunrise one of the best cities in Florida.

HOLIDAYS

All full-time regular employees receive fourteen paid holidays per year, including: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. Other holidays are an employee's birthday and four Floating Holidays, which may be observed on any regularly scheduled work day, and must be used during the fiscal year. Employees must have at least 26 weeks of city service to be eligible for Floating Holidays.

VACATIONS

The City provides Executive employees with nineteen (19) days of Annual Leave each year. To recognize length of service, employees begin earning an additional week of Annual Leave after completion of five (5) years of service (making 24 days of Annual Leave); they begin earning another week after completing ten (10) years (making 29 days of Annual Leave); and begin earning another week after

completing seventeen (17) years of service (making 34 days of Annual Leave). Employees are eligible to use their Annual Leave as earned.

SICK LEAVE

Employees accrue Sick Leave at the rate of one (1) eight (8) hour day for each month of employment with the City, beginning on the first month of employment. As an incentive for non-use of Sick Leave, the City offers up to six (6) days of Sick Leave conversion to Annual Leave; and a bonus of up to three additional days of Annual Leave.

GROUP HEALTH & LIFE INSURANCE

The City pays one hundred percent (100%) of the premium for the employee and two-thirds (2/3) of the cost of dependent coverage. Life insurance is paid by the City equivalent to \$50,000, accidental death or dismemberment insurance of \$50,000 and upon retirement, a retiree health insurance subsidy of \$350 monthly for life.

ADDITIONAL COMPENSATION

Additional compensation is provided in the amount of five percent (5%) of base salary. This supplement may be used to voluntarily purchase City sponsored insurance benefits, including health, dental, catastrophic illness and intensive care (AFLAC), long term care, life, and accidental death or dismemberment insurances.

RETIREMENT PLAN

The City provides a defined benefit retirement plan for all full-time employees. New employees currently contribute eight percent (8%) of their salaries into the general employee plan. Employees become vested after six (6) years of creditable service. The normal retirement age is 62 years of age and 6 years of creditable service, with early retirement at age 57. The normal retirement benefit is 2-1/2% of average final compensation for each year of creditable service, up to a maximum benefit of eighty percent (80%).

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DEFERRED RETIREMENT OPTION PLAN (DROP)

The City offers a deferred retirement option plan (DROP) of up to seventy-two (72) months for eligible employees.

DEFERRED COMPENSATION

The City offers employees a 457 Plan deferred compensation plan which is a method for deferring income taxes on savings until retirement. This plan is for public employees only and deferred money is invested by the ICMA Retirement Corporation into investment funds that employees choose.

BEREAVEMENT LEAVE

Any employee who suffers the death of an immediate family member shall be granted bereavement leave of three working days for in-state funerals and five working days for out-of-state funerals.

TUITION REIMBURSEMENT

For employees with at least two (2) years of service, the City offers tuition reimbursement for an educational program in a field related to their position. For a grade A or B in a state undergraduate degree program course, the employee receives 100% reimbursement. For a grade C, the employee receives 50% reimbursement. For a grade of A, B, or C in a state advanced degree program course, the employee receives 100% reimbursement. In addition, employees will be reimbursed for books, laboratory and registration fees (up to a maximum of \$500 per semester or quarter). Requests are reviewed by the Personnel Director prior to approval.

ADDITIONAL BENEFITS

- Annual physical examination
- Eye care – The City will provide a reimbursement of \$250 every two years for eye care or eyeglasses.
- Charter Officer is allowed the option of receiving a cash payment for up to 250 hours of annual leave that is in excess of the applicable annual leave cap, as of the end of the fiscal year.
- Longevity Pay Increase:
 - 10 years – 2.5% additional salary;
 - 15 years – 2.5% additional salary;
 - 20 years – 5% additional salary.

This handout contains a general summary of benefits that are available to City of Sunrise Charter Officers. Benefits may vary according to the particular job, and benefits may be increased, modified or decreased, without further notice.

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