

**PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION
2010 SALARY AND PENSION SURVEY**

Table of Contents

<u>Salary</u>	<u>Page</u>
Starting Salaries	2
Wage Summary (Starting and Top-Out)	3-4
<u>Benefits</u>	
Assignment Pay	5-8
Bereavement Leave	5-8
Career Path	5-8
Clothing Allowance	5-8
Court Time	5-8
Holidays	9-12
Sick Leave	9-12
Longevity	9-12
Step Plans	9-12
Annual/Vacation Leave	13-17
Take Home Cars	13-17
Sick Pay-Out	13-17
Tuition Reimbursement	18-20
Overtime or Extra-Duty Details	18-20
Health Insurance – Employee Contribution	21-23
Health Insurance – Employer Contribution	24-26
Dental & Vision Insurance	27-29
<u>Pension</u>	
Normal/Early Retirement	30-33
Disability	30-33
Benefit Accrual Rate (%)	30-33
Drop	30-33
COLA	34-37
What Counts for AFC	34-37
Average Final Comp. – AFC	34-37
Other	34-37
Member & City Contribution	34-37

2010 POLICE OFFICER STARTING SALARY COMPARISON

POLICE AGENCY	# OF SWORN OFFICERS	STARING SALARY
PALM BEACH	80	\$54,299
BOCA RATON	198	\$52,446
BOYNTON BEACH	160	\$48,241
WEST PALM BEACH	310	\$47,590
P.B.S.O.	1551 *LE	\$47,220
DELRAY BEACH	150	\$46,390
PALM BEACH GARDENS	117	\$46,150
MANALAPAN	10	\$45,848
GULF STREAM	11	\$45,500
STUART	46	\$44,990
LAKE CLARKE SHORES	10	\$44,888
JUNO BEACH	16	\$44,773
PALM SPRINGS	40	\$44,181
JUPITER	109	\$44,169
HIGHLAND BEACH	16	\$44,000
OCEAN RIDGE	14	\$43,495
JUPITER ISLAND	16	\$43,391
GREENACRES	52	\$43,385
LANTANA	30	\$43,241
PORT ST. LUCIE	240	\$42,599
ATLANTIS	13	\$42,436
TEQUESTA	18	\$42,180
M.C.S.O.	398	\$42,120
NORTH PALM BEACH	31	\$41,948
PBC SCHOOL POLICE	160	\$41,017
PALM BEACH SHORES	11	\$40,500
SOUTH PALM BEACH	9	\$40,500
SEWALL'S POINT	9	\$39,125
FAU	42	\$39,000
RIVIERA BEACH	121	\$38,469
ST. LUCIE COUNTY S.O.	262	\$36,500

2010 WAGE SUMMARY

POLICE AGENCY	OFFICER	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCH
ATLANTIS	\$42,436	\$60,923	N/A	N/A	\$35,318
	\$49,125	\$67,187	N/A	N/A	\$37,066
BOCA RATON	\$52,446	\$82,517	\$97,885	\$81,070	\$38,971
	\$80,114	\$95,033	\$107,548	\$130,197	\$60,620
BOYNTON BEACH	\$50,682	\$73,061	\$107,465	N/A	N/A
	\$75,570	\$95,145	\$125,375	N/A	N/A
DELRAY BEACH**	\$46,390	\$60,119	\$66,622	\$72,592	\$34,465
**With Associates Degree	\$70,925	\$92,220	\$99,944	\$108,908	\$52,124
FAU	\$34,500	\$40,000	\$52,000	N/A	\$28,000
	\$54,000	\$72,000	N/A	N/A	\$30,000
GREENACRES	\$43,385	\$61,047	N/A	\$75,555	\$33,051
	\$67,304	\$81,809	N/A	\$113,333	\$51,272
GULF STREAM	\$45,500	\$71,000	\$82,000	N/A	N/A
	\$67,800	\$79,000	\$86,000	N/A	N/A
HIGHLAND BEACH	\$44,000	\$55,000	\$57,000	N/A	N/A
	\$64,000	\$70,500	\$96,000	N/A	N/A
JUNO BEACH	\$44,773	\$53,939	55000	57000	\$36,780
	\$66,006	\$79,813	85000	95000	\$55,112
JUPITER	\$44,169	\$54,972	\$59,911	\$69,335	\$38,751
	\$71,727	\$88,501	\$94,360	\$104,003	\$56,221
JUPITER ISLAND	\$43,391	\$61,647	N/A	\$74,116	\$32,843
	\$71,171	\$81,051	N/A	\$103,754	\$51,565
LAKE CLARKE SHORES	\$44,888	\$51,392	\$58,839	N/A	N/A
	\$69,576	\$79,657	\$91,200	N/A	N/A
LANTANA	\$43,241	\$55,973	N/A	\$60,289	\$30,436
	\$63,884	\$82,719	N/A	\$93,363	\$43,285
MANALAPAN	\$45,848	\$58,958	\$84,425	N/A	N/A
	\$58,982	N/A	N/A	N/A	N/A
M.C.S.O.	\$42,120	\$62,462	\$94,058	\$105,098	\$31,217
	\$75,176	\$85,488	\$94,058	\$105,098	\$56,551
NORTH PALM BEACH	\$41,948	\$57,997	\$74,233	N/A	\$32,861
	\$63,972	\$79,429	\$91,590	N/A	\$50,106
OCEAN RIDGE	\$43,495	\$47,953	\$52,853	N/A	\$33,114
	\$61,202	\$68,245	\$75,150	N/A	\$51,368
PALM BEACH	\$54,299	\$74,492	N/A	\$77,758	\$38,192
	\$80,376	\$94,256	N/A	\$119,162	\$58,528

POLICE AGENCY	OFFICER	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCH
P.B.S.O.	\$47,220	\$73,440	\$95,676	\$119,256	\$40,812
	\$87,600	\$95,676	\$109,200	\$142,248	\$66,300
PALM BEACH GARDENS	\$46,150	\$64,197	109,633	\$113,176	\$42,185
	\$83,445	\$101,513	\$113,657	\$118,171	\$66,341
PBC SCHOOL POLICE	\$41,017	\$41,017	\$63,360	\$74,976	\$34,432
	\$62,059	\$62,059	\$91,533	\$108,315	N/A
PALM BEACH SHORES	\$40,500	\$60,554	\$68,080	N/A	\$40,702
	\$55,451	N/A	N/A	N/A	\$45,851
PALM SPRINGS	\$44,181	\$44,354	\$53,860	\$56,560	\$32,265
	\$68,025	\$75,966	\$82,911	\$87,067	\$49,661
PORT ST. LUCIE	\$42,599	\$65,810	\$82,791	\$105,560	N/A
	\$66,000	\$77,810	\$99,591	\$125,050	N/A
RIVIERA BEACH	\$38,469	\$51,164	\$62,803	N/A	\$32,414
	\$54,265	\$71,874	\$84,402	N/A	\$50,242
SEWALL'S POINT	\$39,125	\$45,190	\$70,000	N/A	N/A
	\$57,806	\$63,586	\$85,000	N/A	N/A
SOUTH PALM BEACH	\$40,500	N/A	N/A	N/A	N/A
	\$61,400	N/A	\$63,000	\$67,473	N/A
ST. LUCIE COUNTY S.O.	\$36,500	\$62,860	\$73,655	\$84,326	N/A
	\$60,950	\$67,718	\$80,310	\$95,882	N/A
STUART	\$44,990	\$64,126	\$59,530	N/A	\$32,386
	\$54,995	\$82,493	\$78,146	N/A	\$46,925
TEQUESTA	\$42,180	\$55,974	\$58,737	\$61,504	\$37,955
	\$64,932	\$80,118	\$93,979	\$98,409	\$60,729
WEST PALM BEACH	\$47,590	\$73,808	\$85,446	N/A	N/A
	\$73,808	\$85,446	\$98,923	N/A	N/A

2010 BENEFIT SUMMARY

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
ATLANTIS	Det.-2.5%	3 days in state, 5 days out-of-state	N/A	Uniforms & Dry cleaning	2hr Minimum
BOCA RATON	FTO/PSO-5% first 3yrs, 7.5% each year after 3yrs.	3 days in state, 5 days out-of-state	N/A	Uniforms, cleaning & maintenance \$1300 yr., Add'l \$1000 for Invest. Bureau	3hr Minimum OT @Time & ½
BOYNTON BEACH	FTO-5%	N/A	NO	\$450 per Quarter	3hr Minimum
DELRAY BEACH	FTO-1hr OT per day	3 days in state, 5 days out-of-state	YES	Det.-\$400 Semi-annual, Motor-boots as needed & 3 pants yr.	3hr minimum @Time & ½
FAU	Motor-5%, FTO-\$15 day, Det.-5%	2 days	NO	Uniforms, cleaning & maint.-\$775 yr.	2½hr Minimum
GREENACRES	Det.-5%, FTO/PSO-\$1500 yr.	24 hrs, up to 16hrs add'l over 200 miles	NO	\$420 yr. Cleaning, \$420 yr.- Maintenance Det.-\$840 yr., \$100 yr. Shoes	2hr minimum @Time & ½
GULF STREAM	N/A	3 days	NO	Uniforms, cleaning & maint.	3 hrs
HIGHLAND BEACH	Det.-5% Other – 5%	3 days in within 30 miles	NO	\$910 year Cleaning	3hr min.
JUNO BEACH	Det.-5% ART-17.3% FTO-10% ART-17.2% O/C-5%	24	N/A	Sworn-\$25 per pay period Inv.-\$500 fiscal yr	3hr min. in PBC 4hr min. Outside PBC

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
JUPITER	Det.-5%, Motor-3%, PSO-5%, MPO-8%, THI-2%, Marine-3%, CAU-3%, Firearms-2%	3 days local, 5 days over 400 miles	YES	Det-\$750 yr, Ofc. & Sgt.- \$500 yr	2hr Minimum @Time & ½
JUPITER ISLAND	FTO/PSO-\$1200 yr.	3 days	N/A	Ofcr.-\$150, Dispatch.- \$300	If not on duty
LAKE CLARKE SHORES	N/A	3 days additional if travel is necessary	N/A	N/A	If not on duty
LANTANA	Det.-5%, FTO-5%, O.I.C.-5%	3 days under 300 mi., 5 days over 300 mi.	YES	Det.-\$600 yr	3hr Minimum @Time & ½
MANALAPAN	N/A	3 days	N/A	\$75 Boot	N/A
M.C.S.O.	FTO/PSO-5%	3 days in state, 5 days out of state	NO	Det.-\$100 mo.	3hr Minimum
NORTH PALM BEACH	Det.-\$2500 yr., FTO/PSO-\$2500 yr.	3 days	NO	Plain Clothed - \$500 year All members - \$85 month cleaning/ repairs & \$75 yr shoe allowance	3hr Minimum @Time & ½
OCEAN RIDGE	N/A	Immediate family- 3 days local, 5 days out-of-state	N/A	N/A	3hr Minimum @ Time & ½
PALM BEACH	Motor-\$2200 yr., Ofcr- \$5000 yr., Sgt.-\$3000 yr.	3 days local, 5 days out-of- state	YES	Cleaning provided, Det.- \$1000 per year	3hr Minimum
PALM BEACH COUNTY SCHOOL POLICE	Det.-\$4,000, Tactical- \$2800, K-9-\$2800, FTO -\$1200, Sgt.- \$4,000	N/A	4% per Step	\$360 yr.	3hr Minimum @ Time & ½

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
P.B.S.O.	5% - LE, Det., SWAT, Motor, K-9, Marine, IA, Invest., FTO, DUI, Permit Officer, Civil, Asst. PIO, Accident Invest., Aviation	3 days	YES	NO	Regular pay if during shift. 3hr Minimum
PALM BEACH GARDENS	FTO/CTO-8 hrs comp. for every 40 hrs of training Motors-\$50 wk. K-9-\$60 mo. Officer or Sup. assigned to Det. Or Traffic on-call-\$15 day Plain clothes-\$750 yr. Officer assigned as Sgt. - 5%* Disp. assigned as Comm. Supervisor - 5%* *Based on 1 full shift or more	3 days local, additional 2 days over 250 miles	N/A	Bargaining Members-\$100 mo. maint., \$125 shoes Comm.-\$75 mo.	3hr Minimum @ Time & ½
PALM BEACH SHORES	N/A	3 days, additional 2 days over 250 miles	N/A	100%	Time & ½
PALM SPRINGS	N/A	3 days w/up to 5 add'l from PLT bank	NO	\$500 Uniform & cleaning, \$125 Shoes	2hr Minimum @Time & ½ or Comp @Double time
PORT ST. LUCIE	Det.-\$1.00 hr., K-9-1½ add'l hrs, FTO-1½ add'l hrs or 2 hrs if on midnight shift	5 days	YES	Inv.-\$60 mo., Sworn-\$20 per pay period for cleaning & maint.	2hr Minimum
RIVIERA BEACH	K-9-\$15 wk., FTO-5% base salary	3 days local, 5 days out of state	YES	\$500 per fiscal year	2hr Minimum @Time & ½

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
SEWALL'S POINT	FTO-\$20	Must use sick time	NO	NO	3hr Minimum
SOUTH PALM BEACH	N/A	3 days local, 4 days out-of-state	NO	NO	OT @Time & ½
ST. LUCIE COUNTY SO	FTO/PSO-\$5.00 per hr, Other-\$187.50 per pay period	3 days local, 5 out-of-state	NO	Det.-\$37.50 per pay period	3hr Minimum
STUART	Det.-2 steps, FTO/PSO-1 hr per day in training Midnight Shift Officers \$50 per pay period	5 days	YES	Det.-\$500 yr., \$95.00 reimbursement for misc.	3hr Minimum
TEQUESTA	FTO/PSO-5%	3 days	N/A	Detectives - \$575	3hr Minimum
WEST PALM BEACH	Motors-\$75.00 (hazard duty), FTO/PSO-5%, Aviation-\$75.00 (hazard duty)	3 days local within 400 miles, additional 2 days over 400 miles	PFC-2.5%, MPO-5%	Uniforms-\$780, Det.-\$900 yr.	3hr Minimum

2009 BENEFIT SUMMARY

POLICE AGENCY	Holidays	Sick Leave	Longevity	# of Step Plans
ATLANTIS	10	12 days	\$100 per yr.	N/A
BOCA RATON	12	96hrs	5-10yrs-\$600yr 10-15yrs-\$800yr 15+yrs-\$1000yr	10-Officers 4-Sgts. 3-Lts.
BOYNTON BEACH	11	96hrs	5yrs-\$500 10yrs-\$1000 15yrs-\$1500 20yrs-\$2000 25yrs-\$2500	10-Officers 7-Sgts. 5-Lts.
DELRAY BEACH	11	96hrs	N/A	10 Plans
FAU	9	104hrs	N/A	NO
GREENACRES	11	96hrs	10yrs-2% 15yrs-1.5% 20yrs-1.5%	10-Officers 7-Sgts. 10-Supervisors & Dispatch
GULF STREAM	12	96hrs	.5% per year up to 10%	3 step increases of \$2600 each in first 18 mo.
HIGHLAND BEACH	15	12	10-12yrs-3% 13-14yrs-4% 15+yrs-5%	N/A
JUNO BEACH	11	N/A	N/A	N/A
JUPITER	11	12 days	5+yrs-\$500 10+yrs-\$750 15+yrs-\$1000	N/A Merit pay system
JUPITER ISLAND	96hrs	8hrs	N/A	N/A

POLICE AGENCY	Holidays	Sick Leave	Longevity	# of Step Plans
LAKE CLARKE SHORES	11	12 days	N/A	N/A
LANTANA	11	96hrs	\$100 per yr after 3yrs (hired prior to Oct. 1, 2005)	10
MANALAPAN	11	8hrs mo.	N/A	2
MCSO	12	96hrs	NO	D/S -10, Sgt.-6
NORTH PALM BEACH	11	96hrs	Successful Level 1 thru Exceptional Level 1-\$900, Exceptional Level 2-\$1200	6
OCEAN RIDGE	11	10 days	N/A	8
PALM BEACH	13 plus floating holiday	96.2hrs	½ percent for every year of service up to 10% after 5yrs of service. After 10/01/05 based on employee years of service and performance eval. after 5yrs of	2
PALM BEACH COUNTY SCHOOL POLICE	11	0-10yrs-12 days 10+yrs-18 days	NO	28
P.B.S.O.	13	4hrs semi-monthly	10+yrs-2% 15+yrs-5% 20+yrs-10%	D/S-10 Sgts.-7 Lts.-4 Capt.-5

POLICE AGENCY	Holidays	Sick Leave	Longevity	# of Step Plans
PALM BEACH GARDENS	11 + 1 Floating	N/A	Hired before October 1, 1991 4yrs-2% 7yrs-4% 11yrs-6% 15yrs-8% 20yrs-10% Hired after September 31, 1991 7yrs-2.5% 10yrs-2.5% 15yrs-2.5% 20yrs-2.5%	N/A
PALM BEACH SHORES	12	12	2 nd yr-\$100 3-19yrs-\$50 Max. \$1000	1
PALM SPRINGS	13 + 8hrs birthday	PLT	5 th Anni.-\$500 10 th Anni.-\$750 15,20,25,30 th Anni.- \$1000	2
PORT ST. LUCIE	12	12 days or 96hrs	NO	Officers-10 Sgt.-6 Lt.-7
RIVIERA BEACH	11	12 days	N/A	2
SEWALL'S POINT	13	12 days	NO	9
SOUTH PALM BEACH	12	12	10yrs-\$1000 15yrs-\$1000	5

POLICE AGENCY	Holidays	Sick Leave	Longevity	# of Step Plans
ST. LUCIE COUNTY SO	10	96hrs	10-14yrs-1% 15-19yrs-2% 20-24yrs-3% 25-29yrs-4% 30+yrs-5%	12
STUART	16	Pay time off plan	N/A	Based on position up to 20 steps
TEQUESTA	12	12	10yrs-\$750 20yrs-\$1,250	N/A
WEST PALM BEACH	11	3.69hrs bi-weekly	10yrs-5% 20yrs-10%	Officer-10

2009 BENEFIT SUMMARY

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
ATLANTIS	0-1yr-4hrs/mo. 1-5yrs-8hrs/mo. 5-10yrs-10hrs/mo. 10-15yrs-12hrs/mo. 15+yrs-15hrs/mo.	Based on assignment	5-10yrs-50% 10-25yrs-480hrs plus ½ of remaining up to 960hrs 25yrs-100% up to 960hrs
BOCA RATON	0-5yrs-8hrs/mo. 5-10yrs-10hrs/mo. 10-15yrs-12hrs/mo. 15+yrs-14hrs/mo.	Within city limits no cost. Outside city limits pay \$20 per mo.	0-12hrs-75% 13-24hrs-70% 25-36hrs-65% 37-48hrs-60% 49-60hrs-55% 61-72hrs-50% 73-84hrs-45% 85-96hrs-40% 97-108hrs-30% 120+hrs-25%
BOYNTON BEACH	1yr-96hrs 2-3yrs-120hrs 4yrs-128hrs 5yrs-136hrs 6yrs-144hrs 7yrs-152hrs 8yrs-160hrs 9yrs-168hrs 10-15yrs-176hrs 16-20yrs-192hrs 21+yrs-200hrs	3yrs of service and resides within 20 miles of city limits	120hrs in excess as of September 1, of the current contract year may convert 50% to cash straight time not to exceed 100hrs in any fiscal year Balance paid out at 50% at termination
DELRAY BEACH	0-3yrs-8hrs 3-7yrs-9.33hrs 7-11yrs-10.66hrs 11+yrs-12hrs	Must reside within Palm Beach or Broward County. Beyond a 15 mile radius of city limits will reimburse city \$15 per pay period for auto related expenses	Max of 1120hrs.
FAU	0-5yrs-104hrs 5-10yrs-130hrs 10+yrs-156hrs	NO	25% of total

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
GREENACRES	1-5yrs-80hrs 6-10yrs-120hrs 11-20yrs-160hrs 21+yrs-200hrs	After completion of probation, must have/maintain residency in Palm Beach County	0-5yrs-0% 5-10yrs-25% 10+yrs-50% Retirement-100%
GULF STREAM	80hrs increasing to 200hrs at 15yrs	NO	Annual bonus
HIGHLAND BEACH	3yrs-10 days 3-10yrs-15 days 10+yrs-20 days	NO	2-5yrs-30% conversion 6-9yrs-40% 10+yrs-50%
JUNO BEACH	1-4yrs-156hrs 5-9yrs-208hrs 10-15yrs-234hrs 16+yrs-273hrs	Must pass probationary period and live within 30 of Town's Center	N/A
JUPITER	1-5yrs-96 hours 6-10yrs-120 hours 11yrs-128 hours 12yrs-136 hours 13yrs-144 hours 14yrs-152 hours 15+yrs-160 hours	0-5 miles-\$25 5-15 miles-\$50 15+ miles-\$75 Per Check	2-5yrs-30% 6-10yrs-40% 10+yrs-50%
JUPITER ISLAND	1-5yrs-180hrs 5-10yrs-222hrs 10+yrs-264hrs Includes 96hrs per year holiday pay	Sgts. only	N/A
LAKE CLARKE SHORES	1yr-10 days 2-4yrs-12 days 5-9yrs-15 days 10-14yrs-20 days 15-19yrs-25 days 20+yrs-30 days	N/A	12 days at end of fiscal year paid for one-half of all unused sick time
LANTANA	1-5yrs-10 days 6-8yrs-12 days 9-15yrs-15 days 16+yrs-20 days	Det., Capt. & Chief	Up to 500hrs

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
MANALAPAN	0-6yrs-10 days 7-11yrs-15 days 12+yrs-20 days	Chief & Lt. only	N/A
M.C.S.O.	0-5yrs-80 hrs 5+yrs-120 hrs 10+yrs-128 hrs 11+yrs-136 hrs 12+yrs-144 hrs 13+yrs-152 hrs 14+yrs-160 hrs	Within 15 miles of county line	25% upon resignation or retirement after 5 consecutive yrs. up to 480hrs
NORTH PALM BEACH	Less than 6yrs-80hrs 6-10yrs-120hrs 10+yrs-160hrs	Det. & K-9 only	Less than 7yrs-50% max. of 60 days More than 7yrs-75% max. of 60 days
OCEAN RIDGE	1-5yrs-2wks 5-10yrs-3wks 10+yrs-4wks	Chief Only	¼ of accumulated balance at termination
PALM BEACH	Dispatch	Chief, Majors & Captains	50% of excess of 320hrs not to exceed 640hrs paid
PBC SCHOOL POLICE	No vacation. 216 days per year work schedule. Six (6) personal days per year	Det., Sgt. & K-9	In accordance with FRS
P.B.S.O.	12 days per year before longevity	Depending on position.	5-10yrs-50% 10-25yrs-100% of first 480hrs and 50% of remaining hours 25+yrs-100% up to 1200hrs
PALM BEACH GARDENS	0-4yrs-192hrs 5-8yrs-216hrs 9-12yrs-240hrs 13-16yrs-276hrs 17-20yrs-300hrs 20+yrs-336hrs	YES	100%
PALM BEACH SHORES	After 1 yr-10 days 1 add'l day each yr Max. of 20 days	YES	After 10 yrs employment 50% of unused accrued sick leave to max of 500hrs

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
PALM SPRINGS	PLT 1-5yrs-160hrs 6-10yrs-200hrs 11-20yrs-240hrs 21+yrs-280hrs	YES Must reside within municipal city limits unless authorized by Director	PLT
PORT ST. LUCIE	1-3yrs-10 days 4-9yrs-15 days 10-19yrs-20 days 20+yrs-25 days	YES, after 3 years of service	5-9yrs-50% 10-14yrs-60% 15-19yrs-75% 20+yrs-100% up to max of 1,040
RIVIERA BEACH	7-12mo-6 days 1-5yrs-12 days 6yrs-13 days 7yrs-14 days 8-10yrs-15 days 11yrs-16 days 12yrs-17 days 13yrs-18 days 14yrs-19 days 15+yrs-20 days	YES Must reside within city limits, excluding rank of Major or higher	Public Safety-132 days
SEWALL'S POINT	1-5yrs-10 days 6-10yrs-15 days 11-15yrs-20 days 16-20yrs-25 days	NO \$138 per mo. mileage reimbursement	Surrender 2 days for 1 day pay quarterly, must maintain 120 minimum.
SOUTH PALM BEACH	0-5yrs-3.24hrs per p.p. 5-10yrs-4.84hrs per p.p. 10+yrs-6.47 per p.p.	Chief Only	Retirement or termination paid into Retirement Health Savings Plan
ST. LUCIE COUNTY SO	1-4yrs-10 days 5-10yrs-15 days 11-20yrs-20 days 21yrs-21 days 22yrs-22 days 23yrs-23 days 24yrs-24 days 25yrs-25 days	Within 10 miles of county lines	Minimum 6yrs w/FRS & 6yrs w/Agency-480hrs Minimum 6yrs w/FRS & less than 6 w/Agency-not to exceed 240hrs
STUART	1-5yrs-15 days 6-10yrs-17 days 11-15yrs-20 days 16-20yrs-22 days 21-25yrs-25 days 26+yrs-30 days	YES Fuel charge if over 15 mile radius of City limits	2-5yrs-33.3% 5+yrs-55%

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
TEQUESTA	0-4+yrs-80hrs 5-9+yrs-120hrs 10+yrs-160hrs	YES Fuel charge of \$15 per pay period	1-4yrs-25% 5-9yrs-33% 10-19yrs-40% 20+yrs-50%
WEST PALM BEACH	1-4yrs-13 days 5-9yrs-17 days 10-14yrs-20 days 15-19yrs-21 days 20+yrs-22 days	YES	10yrs-50% accumulated sick leave up to a max. of 960hrs

2009 BENEFIT SUMMARY

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
ATLANTIS	N/A	Officer & Sgt. - \$30
BOCA RATON	A-100% B-75% C-50%	Admin, Officer, Sgt., Lt.-Time & ½
BOYNTON BEACH	A -100% B-90% C-80%	Officer, Sgt. & Lt.-\$30
DELRAY BEACH	NO	Permanent Detail - \$25 Short Notice Detail - \$30 Holiday Detail - \$37.50 OT Details @ Time & ½ **Lts. who take OT detail get topped out Sgt. pay @ Time & ½
FAU	Up to 6 credits per semester paid up front by employer	N/A
GREENACRES	A-100% B-85% C-75% Up to \$2000 per year at state rates. Must be paid back based on separation date; within 1yr-100% 2yrs-75% 3yrs-50%	Administrative - \$5 Officer - \$40 Sgt. - \$45 Add'l \$5 per hour w/vehicle
GULF STREAM	Yes	Officer, Sgt. & Lt. - \$35
HIGHLAND BEACH	100% If "C" or better	N/A
JUNO BEACH	A-100% B-75% C-25%	Officer - \$35 hr
JUPITER	A or B 100% C-75% D-0%	Admin - \$5 Officer - \$35 Sgt. & Lt. - \$35
JUPITER ISLAND	\$500 year	Officer & Sgt.-Time & ½ Off-Duty Detail - \$40

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
LAKE CLARKE SHORES	N/A	Time & ½
LANTANA	Suspended	Administrative - \$5 Officer - \$30 Sgt. - Detail rate \$30 unless supervisor need then OT rate
MANALAPAN	\$1500 year A-100% B-75% C-50%	Officer - \$35
M.C.S.O.	YES	D/S, Sgt. & Lt. - \$30-35hr Details
NORTH PALM BEACH	Undergraduate-\$400 Graduate-\$450 Max. per semester	Officer, Sgt. & Lt. - \$42
OCEAN RIDGE	N/A	\$30.00 per hour for all details
PALM BEACH	100%, 75%, & 50% based on grade	Administrative - \$90 Officer & Sgt. - OT rate
PBC SCHOOL POLICE	NO \$2,000 annual supplement for Masters Degree \$4,000 annual for PhD or JD	Officer & Sgt. - \$35
P.B.S.O.	\$5,000 max. per fiscal yr., 100%-grade C or better	Officer - \$33, \$42, \$57 Sgt. - \$38, \$49, \$64 Lt. - \$43, \$55, \$70 Regular, Client, Premium Holiday Charges
PALM BEACH GARDENS	100% up to Bachelors Degree	Administrative - \$5 Officer - \$37 Sgt. - \$42 Lt. - \$47 \$5 hr. per holiday
PALM BEACH SHORES	100%	Officer, Sgt. & Lt. - Time & ½
PALM SPRINGS	YES – Must be pre-approved and budgeted for reimbursement	Administrative - \$5 Officer, Sgt. & Lt. - \$30
PORT ST. LUCIE	NO	Administrative - \$2 Extra Duty: Officer, Sgt. & Lt. - \$30 Supervisor - \$33

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
RIVIERA BEACH	A-100% B-75% C-50%	Officer, Sgt. & Lt. – Time & ½
SEWALL'S POINT	NO	Officer, Sgt., Lt. Other - \$40
SOUTH PALM BEACH	\$1000 per year w/approval	Officer, Lt. & Other - \$35
ST. LUCIE COUNTY SO	A-100% B-90% C-75% Less than C-0	N/A
STUART	A-100% B-75% C-50%	Officer, Sgt. & Lt. – Time & ½ or straight time
TEQUESTA	Max. of \$3,000	Admin. – 10% Officer - \$28 Sgt. - \$32 Lts. - \$32
WEST PALM BEACH	State rate up to \$1,500 per year	Officer - \$35 Sgt. - \$40 Lt. - \$45

EMPLOYEE CONTRIBUTIONS - HEALTH

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
ATLANTIS	Employee Employee+1 Employee+2 or more	\$0 \$52 \$52	N/A	N/A
BOCA RATON	Employee Employee+1 Employee+2 or more	\$0 (OAPIN) \$127 \$148	\$28 (OAP) \$152 \$180	N/A
BOYNTON BEACH	Employee Employee+1 Employee+Child(ren)) Employee+2 or more			\$0 \$412 \$349 \$540 (BlueOptions)
DELRAY BEACH	Employee Employee+1 Employee+2 Employee+3 or more	\$0 \$100 \$77 \$164	\$117 \$454 \$393 \$669	\$28 \$174 \$148 \$268
FAU	Employee Employee+1 Employee+2 or more	N/A	\$50 \$180 \$180	N/A
GREENACRES	Employee Employee+1 Employee+2 or more Family	0% N/A N/A 50%	N/A	N/A
GULF STREAM	Employee Employee+1 Employee+2 or more	N/A	\$0 \$3,000 per yr Family medical reimbursement plan	N/A
HIGHLAND BEACH	Employee Employee+1 Employee+2 or more	N/A	\$0 \$185 \$308	N/A
JUNO BEACH	Employee Employee+1 Employee+2 or more Family	N/A	N/A	\$0 \$158 \$344 \$126
JUPITER	Employee Employee+1 Employee+2 or more	\$43 \$186 \$279	N/A	\$43 \$144 \$217
JUPITER ISLAND	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
LAKE CLARKE SHORES	Employee Employee+1 Employee+2 or more Family	\$591 \$1,223 \$1,110 \$1,875 **Town pays \$800 per employee towards insurance	\$540 \$1,117 \$1,015 \$1,714 **Town pays \$800 per employee towards insurance	N/A
LANTANA	Employee Employee+1 Employee+2 or more	\$0 \$198 \$198	\$74 \$370 \$370	N/A
MANALAPAN	Employee Employee+1 Employee+2 or more Family	N/A	\$0 \$267 \$221 \$531	\$0 \$133 \$106 \$292
M.C.S.O.	Employee Employee+1 Employee+2 or more	25%	25%	25%
NORTH PALM BEACH	Employee Employee+1 Employee+2 or more	\$19 \$120 \$196	N/A	\$0 \$145 \$218
OCEAN RIDGE	Employee Employee+1 Employee+2 or more Family	N/A	\$0 \$321 \$407 \$904	N/A
PALM BEACH	Employee Employee+1 Employee+2 or more	N/A \$37 \$74	N/A \$40 \$80	N/A \$44 \$88
PBC SCHOOL POLICE	Employee Employee+1 Employee+2 or more	\$0 \$220 \$330	\$355 \$1,141 \$1,445	\$195 \$730 \$940
P.B.S.O.	Employee Employee+1 Employee+2 or more	\$20 \$80 \$120	\$70 \$130 \$190	\$40 \$100 \$140
PALM BEACH GARDENS	Employee Employee+1 Employee+2 or more	\$0 N/A \$116	\$0 N/A \$220	\$0 \$60
PALM BEACH SHORES	Employee Employee+1 Employee+2 or more	N/A	\$0 \$331 \$673	N/A
PALM SPRINGS **Weekly	Employee Employee+1 Employee+2 or more	\$10.00	\$15.48	N/A

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
PORT ST. LUCIE	Employee Employee+1 Employee+2 or more Family	N/A	\$35 \$44 \$55 \$46	N/A
RIVIERA BEACH	Employee Employee+1 Employee+2 or more	\$765/\$269 Open Access Plus in Network	N/A	N/A
SEWALL'S POINT	Employee Employee+1 Employee+2 or more	N/A	\$0 3260 Plan \$0 \$0	\$520 3462 Plan \$1077 \$1621
SOUTH PALM BEACH	Employee Employee+1 Employee+2 or more	N/A	0% - \$650* 20% - \$1,928** 40% - \$5,077** *Towards deductible per yr. **Includes ded.	N/A
ST. LUCIE COUNTY SO	Employee Employee+1 Employee+2 or more Family	N/A	\$50 \$100 \$100 \$100	N/A
STUART	Employee Employee+1 Employee+2 or more Family	\$0 \$154 \$284 \$107	N/A	N/A
TEQUESTA	Employee Employee+1 Employee+2 or more	N/A	N/A	0 25% 25%
WEST PALM BEACH	Employee Employee+1 Employee+2 or more	N/A	\$0 \$126 \$304	N/A

EMPLOYER CONTRIBUTIONS - HEALTH

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
ATLANTIS	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A
BOCA RATON	Employee Employee+1 Employee+2 or more	\$460 \$460 \$460	\$460 \$460 \$460	N/A
BOYNTON BEACH	Employee Employee+1 Employee+2 or more	N/A	N/A	\$478 \$478 \$478
DELRAY BEACH	Employee Employee+1 Employee+2 or more Employee+3 or more	N/A	N/A	N/A
FAU	Employee Employee+1 Employee+2 or more	N/A	\$399 \$836 \$836	N/A
GREENACRES	Employee Employee+1 Employee+2 or more Family	100% N/A N/A 50%	N/A	N/A
GULF STREAM	Employee Employee+1 Employee+2 or more	N/A	100% **\$3,000 Annual reimburseme nt plan	N/A
HIGHLAND BEACH	Employee Employee+1 Employee+2 or more	N/A	\$583 \$1,022 \$1,543	N/A
JUNO BEACH	Employee Employee+1 Employee+2 or more Family	N/A	N/A	\$382 \$539 \$726 \$507
JUPITER	Employee Employee+1 Employee+2 or more	\$501 \$908 \$1364	N/A	\$419 + \$500 \$788 + \$1000 \$1143 + \$1000
JUPITER ISLAND	Employee Employee+1 Employee+2 or more	N/A	4 7 8	N/A
LAKE CLARKE SHORES	Employee Employee+1 Employee+2 or more	\$800	\$800	\$800

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
LANTANA	Employee Employee+1 Employee+2 or more	\$447 \$1,299 \$1,299	\$471 \$1,353 \$1,353	N/A
MANALAPAN	Employee Employee+1 Employee+2 or more Family	N/A	\$471 \$725 \$679 \$989	\$458 \$719 \$691 \$881
M.C.S.O.	Employee Employee+1 Employee+2 or more	75% 75% 75%	75% 75% 75%	75% 75% 75%
NORTH PALM BEACH	Employee Employee+1 Employee+2 or more	\$386 \$865 \$1,171	N/A	\$386 \$865 \$1,171
OCEAN RIDGE	Employee Employee+1 Employee+2 or more Family	N/A	\$525 Town pays \$2100 for employee deductable	N/A
PALM BEACH	Employee Employee+1 Employee+2 or more	100% 100%/75% 100%/75%	100% 100%/75% 100%/75%	100% 100%/75% 100%/75%
PBC SCHOOL POLICE	Employee Employee+1 Employee+2 or more	\$296 \$655 \$699	\$366 \$666 \$754	\$366 \$666 \$754
P.B.S.O.	Employee Employee+1 Employee+2 or more	\$525 \$1,065 \$1,407	\$749 \$1,579 \$2,086	\$531 \$1101 \$1,461
PALM BEACH GARDENS	Employee Employee+1 Employee+2 or more	\$518 N.A \$916	\$685 N/A \$1307	\$453 N/A \$1048
PALM BEACH SHORES	Employee Employee+1 Employee+2 or more	N/A	\$619 \$950 \$1,292	N/A
PALM SPRINGS **Weekly	Employee Employee+1 Employee+2 or more	\$82.23	\$82.23	N/A
PORT ST. LUCIE	Employee Employee+1 Employee+2 or more Family	N/A	\$499 \$914 \$1,225 \$804	N/A
RIVIERA BEACH	Employee Employee+1 Employee+2 or more	\$631	N/A	N/A
SEWALL'S POINT	Employee Employee+1 Employee+2 or more	N/A	\$420 3260 Plan \$870 \$1334	\$420 \$2462 Plan \$870 \$1334

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
SOUTH PALM BEACH	Employee Employee+1 Employee+2 or more	N/A	100% 80% 60%	N/A
ST. LUCIE COUNTY SO	Employee Employee+1 Employee+2 or more Family	N/A	\$449 \$1,025 \$770 \$1443	N/A
STUART	Employee Employee+1 Employee+2 or more	N/A	\$441 \$839 \$1,183 \$806	N/A
TEQUESTA	Employee Employee+1 Employee+2 or more	N/A	N/A	100% 75% 75%
WEST PALM BEACH	Employee Employee+1 Employee+2 or more	N/A	\$409 \$715 \$913	N/A

DENTAL & VISION INSURANCE CONTRIBUTION

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
ATLANTIS	Employee Employee+1 Employee+2 or more	\$0 \$0 \$0	N/A	NA	N/A
BOCA RATON	Employee Employee+1 Employee+2 or more	\$0 / \$0 / \$6* \$4 / \$9 / \$22* \$10 / \$19 / \$38* *Enhanced PPO	\$0 / \$3* \$2 / \$8* \$4 / \$13* *Enhanced	\$5 / \$8 / \$8* \$5 / \$8 / \$8* \$5 / \$8 / \$8* *Enhanced PPO	\$2 / \$2* \$2 / \$2* \$2 / \$2* *Enhanced
BOYNTON BEACH	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A	N/A
DELRAY BEACH	Employee Employee+1 Employee+2 or more Employee+3 or more	\$8 / \$9 / \$16 \$16 / \$17 / \$30 \$21 / \$27 / \$50	N/A	N/A	N/A
FAU	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A	N/A
GREENACRES	Employee Employee+1 Employee+2 or more Family	0% / N/A N/A N/A 50%	Included with medical	N/A N/A N/A N/A	Included with medical
GULF STREAM	Employee Employee+1 Employee+2 or more	N/A / 0%	0%	N/A / 100%	100%
HIGHLAND BEACH	Employee Employee+1 Employee+2 or more	N/A / \$39 N/A / \$93 N/A / N/A	N/A \$9 \$25	N/A / \$37 N/A / \$37 N/A / \$37	\$15 \$15 \$15
JUNO BEACH	Employee Employee+1 Employee+2 or more Family	N/A / \$0 N/A / \$28 N/A / NA N/A / N/A	\$0 \$19	N/A / \$38 N/A / \$28 N/A / NA N/A / N/A	\$7
JUPITER	Employee Employee+1 Employee+2 or more	\$3 / \$10 \$5 / \$16 \$8 / \$24	\$3 \$9 \$8	\$13 / \$26 \$23 / \$56 \$37 / \$84	N/A
JUPITER ISLAND	Employee Employee+1 Employee+2 or more	N/A N/A / \$9 N/A / \$7	N/A	N/A / 100%	N/A
LAKE CLARKE SHORES	Employee Employee+1 Employee+2 or more Family	N/A / \$44 N/A / \$100 N/A / \$92 \$150	N/A	N/A	N/A

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
LANTANA	Employee Employee+1 Employee+2 or more	\$0 / N/A \$12 / N/A \$12 / N/A	N/A	\$7 / N/A \$7 / N/A \$7 / N/A	N/A
MANALAPAN	Employee Employee+1 Employee+2 or more Family	N/A N/A / \$12 N/A N/A / \$29	N/A	N/A / \$29 N/A / \$45 N/A N/A / \$58	N/A
M.C.S.O.	Employee Employee+1 Employee+2 or more	25% / 25% 25% / 25% 25% / 25%	100% 100% 100%	75% / 75% 75% / 75% 75% / 75%	0% 0% 0%
NORTH PALM BEACH	Employee Employee+1 Employee+2 or more	\$0 / \$13 \$4 / \$48 \$4 / \$48	\$7 \$12 \$18	\$15 / \$15 \$32 / \$32 \$32 / \$32	N/A
OCEAN RIDGE	Employee Employee+1 Employee+2 or more	N/A / \$15 N/A / \$26 N/A / \$40	N/A	N/A	N/A
PALM BEACH	Employee Employee+1 Employee+2 or more	N/A \$16 \$25	N/A	100% 100% / 75%	N/A
PBC SCHOOL POLICE	Employee Employee+1 Employee+2 or more	\$16 / \$27 \$28 / \$65 \$44 / \$100	\$5 \$14 \$14	N/A	N/A
P.B.S.O.	Employee Employee+1 Employee+2 or more	\$0 / \$0 \$14 / \$28 \$25 / \$39	\$0 \$11 \$11	\$24 / \$31 \$22 / \$36 \$40 / \$49	\$4 \$4 \$4
PALM BEACH GARDENS	Employee Employee+1 Employee+2 or more	Included w/health	N/A	N/A	N/A
PALM BEACH SHORES	Employee Employee+1 Employee+2 or more	N/A / \$0 N/A / \$21 N/A / \$41	\$0 \$5 \$5	N/A / \$40 N/A / \$61 N/A / \$82	\$5 \$10 \$10
PALM SPRINGS	Employee Employee+1 Employee+2 or more	Included w/health	N/A	\$196 year	N/A
PORT ST. LUCIE	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A	N/A

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
RIVIERA BEACH	Employee Employee+1 Employee+2 or more	\$43	N/A	\$21	N/A
SEWALL'S POINT	Employee Employee+1 Employee+2 or more	N/A / \$0 N/A / \$39 N/A / \$92	N/A	N/A / \$30 N/A / \$30 N/A / \$30	Up to \$150 per person per yr
SOUTH PALM BEACH	Employee Employee+1 Employee+2 or more	N/A / N/A N/A / N/A N/A / N/A	N/A	N/A / N/A N/A / N/A N/A / N/A	N/A
ST. LUCIE COUNTY SO	Employee Employee+1 Employee+2 or more Family	N/A / \$0 N/A / \$8 N/A / \$8 N/A / \$19	N/A	N/A / \$29 N/A / \$42 N/A / \$40 N/A / \$44	N/A
STUART	Employee Employee+1 Employee+2 or more Family	N/A / \$0 N/A / \$25 N/A / \$25 N/A / \$25	N/A	N/A / \$25 N/A / \$25 N/A / \$25 N/A / \$25	N/A
TEQUESTA	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A	N/A
WEST PALM BEACH	Employee Employee+1 Employee+2 or more	\$0	N/A	N/A / \$4.48 N/A / \$12.80 N/A / \$12.80	N/A

2009 PENSION SURVEY

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
ATLANTIS	FRS			
BOCA RATON	Early - 10yrs or age 50 Normal - 20yrs or age 50 w/10yrs	Never reduced below 42%. Monthly benefit is 75% of average monthly earnings or accrued normal retirement for a service-incurred disability	3.5%	Max. of 5yrs
BOYNTON BEACH	20yrs of service	66 2/3%	3.5%	YES
DELRAY BEACH	Early – 10 or more years at age 55 Normal – 20-25yrs of service	Service Incurred: Greater of 60% of average monthly earnings on date of disability or accrued pension benefit; Non-service incurred: 2% of average monthly earnings on date of disability for each year of service, minimum of 25% of average monthly earnings	2.5% or 3.5%	Eligible for normal retirement w/5yrs participating or 30yrs service
FAU	25yrs or 55	Short term or long term paid by employee	N/A	After age 55 or 25yrs
GREENACRES	Normal - 25yrs or age 55 & 6yrs Early - 6yrs w/3% reduction for each year under age 55	On Duty - 42% of AFC or accrued retirement benefits whichever is greater Off Duty – 25% of AFC or accrued retirement benefits whichever is greater	3%	N/A
GULF STREAM	401k 5yrs Vested	NO	N/A	NO
HIGHLAND BEACH	FRS			
JUNO BEACH	FRS			
JUPITER	Age + Yrs of Service = 65	60% on or off duty	3%	5yrs

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
JUPITER ISLAND	Normal – 5yrs service & age 65 on reduced benefits or 25yrs and age 55 Early – 10yrs and age 55	N/A	Early retirement factor 6.67% for the 1 st five years, and 3.33% for the next 5 years Average earnings-average compensation over the highest 3 consecutive years of service	N/A
LAKE CLARKE SHORES	N/A	Short Term	N/A	N/A
LANTANA	10yrs and age 50	10yrs for 25%, Less than 10yrs 2% per year	3%	Age 50
MANALAPAN	55	N/A	N/A	Town provides 401k plan
M.C.S.O.	FRS			
NORTH PALM BEACH	Age 52 w/25yrs service or age 55 after 10yrs vested	On Duty-42% Off Duty-25% after 10yrs accrued benefit	2.5% w/60% cap	NO
OCEAN RIDGE	FRS			
PALM BEACH	Age 50+ with 10+ years service, Age + credited service=65+yrs	60% or the amount of monthly pension if retiring prior to attaining age for normal retirement until date employee would reach age for normal retirement	3.5% up to 25yrs, then reduce rate paid thereafter	N/A
PBC SCHOOL POLICE	FRS			
P.B.S.O.	FRS			
PALM BEACH GARDENS	20yrs or 10yrs vested at age 52	YES	3.5%	5yrs
PALM BEACH SHORES	FRS			

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
PALM SPRINGS	20yrs; age 50 w/15yrs service or age 55 w/10yrs service	On Duty - 3% of final average of compensation multiplied by years of service or 42% of final compensation, whichever is greater Off Duty – 10yrs completed service. 3% greater of AFC as of date disability multiplied by credited service or 30% of AFC as of disability date	Partially vested after 5yrs of service which increases by 10% for the next 5yrs until fully vested (100% at 10yrs)	5yrs
PORT ST. LUCIE	Normal – Age 52 w/25yrs or age 55 w/10yrs service Early – Age 50 w/10yrs service	On Duty - 42% Off Duty – 25% after 10yrs service	3.09%	YES
RIVIERA BEACH	Normal - Age 55 w/10+yrs or age 50 w/20yrs Early – Age 50 w/10yrs	On Duty – Monthly benefit shall be accrued retirement benefit, but shall not be less than 50% of average monthly compensation as of disability retirement date Off Duty – Monthly benefit shall be accrued normal retirement benefit, but shall not be less than 40% of average monthly compensation of disability retirement date	N/A	N/A
SEWALL'S POINT	N/A – Town pays 15% of Employee base salary into a 401k (IRS rules apply re: age, etc.)	Full Pay up to 6mo.	N/A	N/A
SOUTH PALM BEACH	59 ½ FOR 401k & FRS	FRS		
ST. LUCIE COUNTY S.O.	FRS			

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
STUART	FRS			
TEQUESTA	Age 55 w/6yrs Credited Service, Age 52 w/25+yrs Credited Service or Age 50 w/6yrs Credited Service w/reduction of 3% penalty	On Duty - 42% of average monthly compensation or accrued retirement benefits whichever is greater Off Duty – Calculated as normal retirement pension	3% for first 6yrs service, 3.5% for next 6yrs, 4% for next 5yrs, 3% for next 6yrs, 2% for next 6yrs, 3% for next 6yrs	YES
WEST PALM BEACH	Age 50 to collect at 25yrs of service	Receive 100% of base salary for 180 days. An additional 180 days will be granted as long as medical certification is demonstrated	3% multiplier for each year of service	5 years

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRI-BUTION	CITY CONTRI-BUTION
ATLANTIS	FRS					
BOCA RATON	3%	1/24 th of earnings over the highest 2yrs preceding actual retirement or termination	N/A	N/A	9.2%	N/A
BOYNTON BEACH	NO	100%	Best consecutive 60 months of last 10 years	Military buyback, 185, 1% supplement check, 13 th check	8%	28%
DELRAY BEACH	2.5% Min. of 1% & Max. of 4%	Regular Pay, Vacation Pay, Sick Pay, Injury Pay, Time Pool & Education Pay	Highest 3yrs earnings of last 10yrs employed	Military or Gov. Service - purchase up to 3yrs if not eligible for benefit	6% for a 3.5% multiplier	33%
FAU	NO	N/A	N/A	N/A	N/A	N/A
GREENACRES	3%	All wages, FTO, uniform maint., clothing & shoe allowance, incentive pay	Best of 5yrs of last 10yrs	N/A	4%	.001%
GULF STREAM	NO	N/A	N/A	N/A	8%	21%
HIGHLAND BEACH	FRS					
JUNO BEACH	FRS					
JUPITER	N/A	185 Minimum definition (total compensation)	Highest 3yrs of last 5yrs	Insurance stipend \$100 per month plus \$5 per year of service – max. of \$150	7.56%	37%

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRI-BUTION	CITY CONTRI-BUTION
JUPITER ISLAND	N/A	3.0% years of service AFC – Normal retirement benefit 5 years of certain & life – normal form of benefit	N/A	N/A	0%	2008-2009 \$600,000 2009-2010 \$992,000
LAKE CLARKE SHORES	N/A	Salary, OT, Comp. Time & Vacation Time	Varies	N/A	2%	8%
LANTANA	Non-Guaranteed	Base Salary	Best of 5yrs	\$35mo times years of service	6.21%	19%
MANALAPAN	Salary	N/A	N/A	N/A	6%	11%-15%
M.C.S.O.	FRS					
NORTH PALM BEACH	3%	Total of annual salary including OT & Detail	Best of 5yrs of last 10yrs	Buyback of prior service & Military service	2%	19.8%
OCEAN RIDGE	FRS					
PALM BEACH	N/A	Half of total amount of compensation paid during the 24 consecutive months of credited service	Years of Service x 3.5%	Prior service or supplemental pension	6.98%	General - 17.35%, Sworn – 36.17%
PBC SCHOOL POLICE	FRS					
P.B.S.O.	FRS					
PALM BEACH GARDENS	53%	Total W-2 earnings	Last 5 year average	185 Share	8.6%	38%
PALM BEACH SHORES	FRS					

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRI-BUTION	CITY CONTRI-BUTION
PALM SPRINGS	3%	Basic Wages including Detail & OT Pay	N/A	Group Health, Dental optional and \$5000 guarantee issue Life Insurance	6.60%	28.25%
PORT ST. LUCIE	NO	All city salary & city paid OT are pensionable wages (not off-duty details)	Best 5 of last 10yrs	DROP, military buy-back up to 5yrs, excluding Corrections	9%	10.5% (by ordinance – funding level)
RIVIERA BEACH	N/A	N/A	N/A	185 Share	8%	35%
SEWALL'S POINT	N/A	N/A	N/A	N/A	None	15%
SOUTH PALM BEACH	FRS					
ST. LUCIE COUNTY S.O.	FRS					
STUART	FRS					
TEQUESTA	NO	Total cash remuneration paid for services: Salary, OT, Bonuses, Details & Lump sum Payments	1/12 of average salary of best 5yrs of last 10yrs of credited service	Supplement per yr of service up to \$600 max, DROP & Military buy-back	5%	11 ½%

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRI- BUTION	CITY CONTRI- BUTION
WEST PALM BEACH	NO	Salary & 400 hours of OT	Best 3 years	VEBA, 13th & 14th Check, Military buy-back up to 5yrs, 185 share, DROP, prior service	7% plus 4% for VEBA	22%