

**PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION
2012 SALARY AND PENSION SURVEY**

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2012 POLICE OFFICER STARTING SALARY COMPARISON

POLICE AGENCY	# OF SWORN OFFICERS	STARTING SALARY
PALM BEACH	71	\$54,299
BOCA RATON	198	\$52,446
BOYNTON BEACH	164	\$48,241
WEST PALM BEACH	275	\$47,590
PALM BEACH COUNTY S.O.	1551(LE)	\$47,220
JUNO BEACH	16	\$47,040
*DELRAY BEACH	150	\$46,390
PALM BEACH GARDENS	117	\$46,150
OCEAN RIDGE	14	\$45,670
GULF STREAM	11	\$45,500
*LAKE CLARKE SHORES	10	\$44,888
*PALM SPRINGS	40	\$44,181
JUPITER	102	\$44,169
*HIGHLAND BEACH	16	\$44,000
MANALAPAN	8	\$43,677
JUPITER ISLAND	15	\$43,429
*GREENACRES	49	\$43,385
*LANTANA	30	\$43,241
*PORT ST. LUCIE POLICE	206	\$42,599
*ATLANTIS	13	\$42,436
*NORTH PALM BEACH	30	\$42,368
TEQUESTA	20	\$44,710
STUART	42	\$41,177
PBC SCHOOL POLICE	160	\$41,017
MARTIN COUNTY S.O. - LE	248	\$40,500
PALM BEACH SHORES	11	\$40,500
SOUTH PALM BEACH	8	\$40,500
SEWALL'S POINT	9	\$39,125
*RIVIERA BEACH	121	\$38,469
ST. LUCIE COUNTY S.O.	250	\$36,500
FAU	42	\$34,500

2012 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	\$87,070	\$38,971
	\$80,114	\$95,033	\$107,548	\$130,197	\$60,620
BOYNTON BEACH	\$48,241	\$70,224	\$101,295	N/A	\$35,540
	\$71,931	\$91,450	\$118,178	N/A	\$53,300
*DELRAY BEACH	\$46,390	\$60,119	\$66,622	\$72,592	\$34,465
	\$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	\$71,622	\$75,555	\$33,051
	\$67,304	\$81,809	\$107,499	\$113,333	\$51,272
GULF STREAM	\$45,500	\$74,000	\$84,000	N/A	N/A
	\$71,000	\$82,000	\$87,000	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	\$47,040	\$56,670	\$56,375	N/A	N/A
	\$69,348	\$83,854	\$87,125	N/A	N/A
JUPITER	\$44,169	\$54,972	\$59,911	\$71,415	N/A
	\$71,727	\$88,501	\$94,360	\$107,124	N/A
JUPITER ISLAND	\$43,429	\$62,415	N/A	N/A	\$33,043
	\$78,150	\$86,542	N/A	N/A	\$51,611
*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	\$43,677	N/A	N/A	N/A	N/A
	\$58,982	N/A	N/A	N/A	N/A
MARTIN COUNTY S.O.	\$40,500	\$62,462	\$94,459	\$100,510	\$29,170
	\$72,987	\$82,999	\$94,459	\$100,510	\$53,070
*NORTH PALM BEACH	\$42,368	\$58,577	N/A	N/A	\$33,189
	\$64,611	\$79,912	N/A	N/A	\$50,608
OCEAN RIDGE	\$45,670	\$50,351	\$52,853	N/A	\$33,114
	\$64,262	\$70,848	\$74,369	N/A	\$46,592
PALM BEACH	\$54,299	\$74,492	N/A	\$77,758	\$38,192
	\$80,376	\$94,256	N/A	\$119,162	\$58,528
PALM BEACH COUNTY 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

POLICE AGENCY	OFFICER	SERGEANT	LIEUTENANT	CAPTAIN	DISPATCH
*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 POLICE	\$42,599	\$65,810	\$82,791	\$110,823	N/A
	\$66,000	\$77,810	\$99,591	N/A	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	\$63000	\$67473	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	\$41,177	\$64,186	\$61,324	N/A	\$33,352
	\$80,833	\$84,968	\$95,724	N/A	\$57,238
TEQUESTA	\$44,710	\$59,332	\$58,737	\$61,504	\$37,955
	\$68,828	\$84,925	\$93,979	\$98,408	\$60,728
WEST PALM BEACH	\$47,590	\$73,808	\$85,446	N/A	N/A
	\$73,808	\$85,446	\$98,923	N/A	N/A

2012 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	Det.- \$1,000, 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%	3 consecutive shifts in state, 5 consecutive shifts out of state	NO	\$1,600 per yr	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.	24hrs; eligible for additional 16hrs if 200 miles or more	N/A	\$420 yr. uniform maintenance; \$420 yr. clothing allowance for Sworn Plain-Clothes; \$100 shoe allowance	2hr Minimum @Time & ½
GULF STREAM	N/A	3 days	NO	Uniforms, equipment, cleaning and maintenance provided	3 hrs minimum
*HIGHLAND BEACH	Det.-5% Other – 5%	3 days in within 30 miles	NO	\$910 year Cleaning	3hr min.
JUNO BEACH	Det.-5% FTO/PSO-10% Other-2%	3 days	Encouraged	\$35 uniform maintenance; \$500 investigator allowance	Min. 3 or 4 hours depending on location

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
JUPITER	Det.-5%, Firearm Inst.-2%, Motor-3%, PSO-5%, MPO-8%, Marine-3%, CAU-3%, K9-1.5hrs comp on days off, THI-2% , CVSA-2%	3 days local, 5 days over 400 miles	NO	Uniformed-\$140 year dept. approved boots/shoes; \$500 cleaning allowance divided quarterly; Non-uniform-\$300 one time or \$400 in quarter installments; Detective-\$700 in quarter installments per year	3hr Minimum @Time & ½
JUPITER ISLAND	FTO/PSO-\$100 mo.	24hrs.	N/A	\$125 shoe allowance; uniform cleaning provided	2hr.
*LAKE CLARKE SHORES	N/A	3 days additional if travel is necessary	N/A	N/A	If not on duty
*LANTANA	N/A				
MANALAPAN	N/A	3 days	N/A	\$75 Boot	N/A
MARTIN COUNTY SHERIFF'S OFFICE	FTO/PSO-5%	3 days in state, 5 days out of state	N/A	Det.-\$100 mo. \$125 yr shoe allowance	3hr Minimum
*NORTH PALM BEACH	Det. & FTO -\$2500 yr.	3 days of scheduled work days off	N/A	\$85 month cleaning/repairs & \$75 yr shoe allowance	3hr Minimum @Time & ½

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
OCEAN RIDGE	2.5% above the current pay rate, excluding Sgts.	Immediate family 3 days local, 5 days out-of-state after 12 months of serv.; max. of 1 day each yr. for relative other than immediate	N/A	Yes	3hr Minimum @ Time & ½
PALM BEACH	Motor-\$2200 per yr., Ofc.-\$5000 per yr., Sgt.-\$3000 per yr., CTO-\$2400 per yr	3 days local, 5 days out-of-state; may use sick time for in-laws	YES	Plain Clothed Officers, Capt. & Above- \$1000 per year; all Sworn given uniforms & cleaning, Civilians given uniforms only	3hr Minimum if outside of regular duty. If overlapping then just actual over time worked
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
PALM BEACH COUNTY SHERIFF'S OFFICE	Motor-\$2200 per yr., Ofc.-\$5000 per yr., Sgt.-\$3000 per yr., CTO-\$2400 per yr	4 days local or 5 days out of state	YES	NO	Regular pay if during shift. 3hr Minimum
PALM BEACH GARDENS *Based on 1 full shift or more	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%*	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

POLICE AGENCY	Assignment Pay	Bereavement Leave	Career Path	Clothing Allowance	Court Time
PALM BEACH SHORES	N/A	3 days, add'l 2 days over 250 mi.	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 for scheduled days off to care for dog, FTO-1½ add'l hrs or 2 hrs if on midnight shift, Acting Sgt-1½ hrs at end of shift when working min. of 4hrs per shift	5 days	YES	Inv.-\$60 mo., Sworn-\$20 per pay period for cleaning & maint., \$115 shoes	2hr minimum required to appear on day off
*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
SEWALL'S POINT	N/A	Must use sick time	NO	NO	3hr Minimum
SOUTH PALM BEACH	N/A	3 days local, 4 days out-of-state	NO	Town provides dry cleaning; \$75 shoes	Off duty @ Time & ½
ST. LUCIE COUNTY SHERIFF'S OFFICE	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.-5%/2 steps, FTO/PSO-1 hr OT while training, K9-\$170 per pay period, Corporal-2.5%	5 days	YES	Det.-\$500 yr.	2hr Minimum
TEQUESTA	FTO/PSO & Det.-5% differential	3 days	N/A	Detectives - \$575; \$425 for bargaining unit; \$100 shoes	3hr Minimum for 1 st 3 hours & after 3 is actual time paid
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

2012 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-\$1,025yr 15+yrs-\$1,225yr	10-Officers 4-Sgts. 3-Lts.
BOYNTON BEACH	11	96hrs	5yrs-\$500 10yrs-\$1000 15yrs-\$1500 20yrs-\$2000 25yrs-\$2500	0 steps – Frozen since 2009
*DELRAY BEACH	11	96hrs	N/A	10 Plans
FAU	9	104hrs	N/A	NO
*FHP	9 + 1 personal	104hrs	N/A	N/A
*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

POLICE AGENCY	Holidays	Sick Leave	Longevity	# of Step Plans
JUPITER	11	1-5yrs-96hrs 6-10yrs-120hrs 11 yrs-128hrs 12yrs-136hrs 13yrs-144 hrs 14yrs-152hrs 15+ hrs-160hrs	5+yrs-\$500 9+yrs-\$750 15+yrs-\$1000 Every year on anniversary	NO
JUPITER ISLAND	96hrs added to vacation time	96hrs.	N/A	N/A
*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
MARTIN COUNTY SHERIFF'S OFFICE	12	8hrs mo.	3% lump sum on anniversary date	D/S -10, Sgt.-6
*NORTH PALM BEACH	11	96hrs	Successful Level 1 thru Exceptional Level 1-\$900, Exceptional Level 2-\$1200	4
OCEAN RIDGE	10 (8hrs pay or 8hrs holiday comp time)	80hrs	N/A	8 (currently frozen)
PALM BEACH	Admin. & Civilians-11 plus 2 floating holidays; Sworn receive higher accrual	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 service	2-Officers & Sgts.
PALM BEACH COUNTY SCHOOL POLICE	11	0-10yrs-12 days 10+yrs-18 days	NO	28

POLICE AGENCY	Holidays	Sick Leave	Longevity	# of Step Plans
PALM BEACH COUNTY SHERIFF'S OFFICE	13	4hrs semi-monthly	10+yrs-2% 15+yrs-5% 20+yrs-10%	D/S-10 Sgts.-7 Lts.-4 Capt.-5
PALM BEACH GARDENS	11 + 1 Floating	N/A	Hired before 10/01/91 4yrs-2% 7yrs-4% 11yrs-6% 15yrs-8% 20yrs-10% Hired 9/31/91 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 SHERIFF'S OFFICE	10	96hrs	10-14yrs-1% 15-19yrs-2% 20-24yrs-3% 25-29yrs-4% 30+yrs-5%	12
STUART	6	Pay time off plan	N/A	NO
*TEQUESTA	12	96hrs	10-20yrs-\$750 20+yrs-\$1,250	N/A
WEST PALM BEACH	11	3.69hrs bi-weekly	NO	Officer-11

2012 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 or FTO no cost. Outside city limits pay \$100 per mo.	Based upon the average per yr of hours of sick leave used in the preceding 24 months of employment before the date of permanent separation
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 for road patrol	50%
*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.

ALL FIGURES HAVE BEEN ROUNDED TO THE NEAREST DOLLAR
 *CURRENTLY IN NEGOTIATIONS AND/OR DID NOT RECEIVE CURRENT SURVEY INFO

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
FAU	0-5yrs-104hrs 5-10yrs-130hrs 10+yrs-156hrs	NO	25% of total
*GREENACRES	1-5yrs-80hrs 6-10yrs-120hrs 11-20yrs-160hrs 21+yrs-200hrs	After completion of probation, must reside within city limits	0-5yrs-0% 5-10yrs-25% 10+yrs-50% Retirement-100%
GULF STREAM	80hrs increasing to 200hrs at 15yrs	NO	Annual payout
*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-19.5 days 5-9yrs-26 days 10-15yrs-29.25 days 16+yrs-34.125 days	Yes	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	Yes	2-5yrs-30% conversion 6-10yrs-40% conversion 10+yrs-50% conversion Up to 480hrs max.
JUPITER ISLAND	1-5yrs-84hrs 6-10yrs-126hrs 11+yrs-168hrs	Sgts. & on-call Detective	N/A

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
*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
MANALAPAN	0-6yrs-10 days 7-11yrs-15 days 12+yrs-20 days	Chief & Lt. only	N/A
MARTIN COUNTY SHERIFF'S OFFICE	0-5yrs-6.66hrs 5+yrs-10hrs 10+yrs-10.67hrs 11+yrs-11.33hrs 12+yrs-12hrs 13+yrs-12.66hrs 14+yrs-13.33hrs 15+yrs-13.33hrs 16+yrs-14hrs 17+yrs-14.67hrs 18+yrs-15.33hrs 19+-16hrs 20 or more yrs- 16.67hrs (per month)	Within 15 miles of county line	25% upon resignation or retirement after 5 consecutive yrs. up to 480hrs 50% upon resignation or retirement after 25 consecutive years up to 480hrs. 100% for Lts. & above up to 480hrs

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
*NORTH PALM BEACH	Less than 6yrs-80hrs 6-10yrs-120hrs 10+yrs-160hrs	Detectives	Less than 7yrs-50%, More than 7yrs-75%
OCEAN RIDGE	0-5yrs-80 hrs 5-10yrs-120 hrs 10+yrs-160 hrs After 6 months service	N/A	¼ total sick pay up to 160 hrs
PALM BEACH	<p>Hired prior to and effective 10/11/06</p> <p>0-4yrs-176hrs/yr, max. of 232hrs</p> <p>5-9yrs-216hrs/yr, max. of 312hrs</p> <p>10-14yrs-232hrs/yr, max. of 344hrs</p> <p>15+yrs-256hrs/yr, max. of 392hrs</p> <p>Hired prior to 10/11/06; effective 10/1/07, the max. will be reduced by 24hrs.</p> <p>Hired on or after 10/11/06</p> <p>0-4yrs-176hrs/yr max.</p> <p>5-9yrs-216hrs/yr max.</p> <p>10-14yrs-232hrs/yr max.</p> <p>15+yrs-256hrs/yr, max.</p>	Chief, Majors & Captains; Undercover-unmarked	50% of excess of 320hrs not to exceed 640hrs paid

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
PALM BEACH COUNTY SCHOOL POLICE	No vacation. 216 days per year work schedule. Six (6) personal days per year	Det., Sgt. & K-9	In accordance with FRS
PALM BEACH COUNTY SHERIFF'S OFFICE	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
*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

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
*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. stipend	Cash in 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 SHERIFF'S OFFICE	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

POLICE AGENCY	Annual/Vacation Leave	Take Home Car	Sick Pay-Out
STUART	1 st 5yrs-216 hrs 2 nd 5yrs-232 hrs 3 rd 5yrs-256 hrs 4 th 5yrs-272 hrs 5 th 5yrs-296 hrs Thereafter – 336hrs annually	Yes	2-5yrs – 33.3% 5+yrs – 55%
*TEQUESTA	0-4+yrs-80hrs 5-9+yrs-120hrs 10+yrs-160hrs	Fuel charge of \$15 per pay period if out side 10 mile radius of village	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 – for city residents	10yrs-50% accumulated sick leave up to a max. of 960hrs

2012 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% Based upon availability of funds	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. & Lt. - \$45 Add'l \$5 per hour w/vehicle
GULF STREAM	Yes	Officer, Sgt. & Lt. - \$35
*HIGHLAND BEACH	100% If "C" or better	N/A

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
JUNO BEACH	A-100% B-75% C-25%	Admin - \$10 Officer - \$35 Other - \$45
JUPITER	A or B 100% C-75% D-0% 3 courses per semester	Admin - \$5 Officer - \$35 Sgt., Lt. & Capt. - \$40
JUPITER ISLAND	\$500 year max.	Officer & Sgt.- \$45
*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
MARTIN COUNTY SHERIFF'S OFFICE	\$2,000 year A-100% B-75% C-50%	Admin- Time & ½ D/S & Sgt.- Time & ½
*NORTH PALM BEACH	\$400 per semester	Officer, Sgt. - Time & ½
OCEAN RIDGE	N/A	Officer – \$31.37 per hour Sgt. - \$34.58 per hour Other - \$30 per hour
PALM BEACH	A-100% B-75% C-50%	Administrative - \$90 (charged to customer) Officer & Sgt. - OT rate Capts. & above cannot work SAO

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
PALM BEACH COUNTY SCHOOL POLICE	NO \$2,000 annual supplement for Masters Degree \$4,000 annual for PhD or JD	Officer & Sgt. - \$35
PALM BEACH COUNTY SHERIFF'S OFFICE	\$5,000 max. per fiscal yr., 100%-grade C or better	Officer - \$33, \$42 Supervisor. - \$38, \$49 OIC - \$43, \$55 \$15 above regular extra duty rates for holidays
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	OT: Officer & Sgt. - Time & ½ Extra Duty: Admin. - \$2 Officer, Sgt. & Lt. - \$30 Supervisor - \$33 & \$40+admin fee on holidays.
*RIVIERA BEACH	A-100% B-75% C-50%	Officer, Sgt. & Lt. – Time & ½
SEWALL'S POINT	NO	Officer, Sgt. & Lt.- \$40
SOUTH PALM BEACH	\$1000 per year w/approval	Officer, Lt. & Other - \$35

POLICE AGENCY	Tuition Reimbursement	Overtime Or Extra-Duty Details
ST. LUCIE COUNTY SHERIFF'S OFFICE	A-100% B-90% C-75% Less than C-0	N/A
STUART	Suspended	Officer, Sgt. & Lt. – \$32hr for non-alcohol details; \$40hr for detail where alcohol is served
TEQUESTA	Max. of \$3,000	Officer - \$35 Sgt. - \$40 Lts. - \$40
WEST PALM BEACH	Frozen	Officer - \$35 Sgt. - \$40 Lt. - \$45

2011 EMPLOYEE CONTRIBUTIONS - HEALTH

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
*ATLANTIS	Employee	\$0	N/A	N/A
	Employee+1	\$52		
	Employee+2 or more	\$52		
BOCA RATON	Employee	\$0	\$79	N/A
	Employee+Spouse	\$275	\$390	
	Employee+Child(ren)	\$245	\$355	
	Employee+Family	\$320	\$450	
		*OAP HRA Plan	*OAP Plan	
BOYNTON BEACH	Employee	N/A	N/A	N/A
	Employee+1			
	Employee+Child(ren)			
	Employee+2 or more			
*DELRAY BEACH	Employee	\$0	\$117	\$28
	Employee+1	\$100	\$454	\$174
	Employee+2	\$77	\$393	\$148
	Employee+3 or more	\$164	\$669	\$268
FAU	Employee	N/A	\$50	N/A
	Employee+1		\$180	
	Employee+2 or more		\$180	
*GREENACRES	Employee	0%	N/A	N/A
	Employee+1	N/A		
	Employee+2 or more	N/A		
	Family	50%		
GULF STREAM	Employee	N/A	\$0	N/A
	Employee+1			
	Employee+2 or more			

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
*HIGHLAND BEACH	Employee Employee+1 Employee+2 or more	N/A	\$0 \$185 \$308	N/A
JUNO BEACH	Employee Employee+Child Employee+Spouse Family	\$24 \$270 \$318 \$595	\$26 \$176 \$214 \$436	\$0 \$131 \$165 \$360 This is not POS, it is high deduct.
JUPITER	Employee Employee+1 Employee+2 or more	\$170 \$384 \$615	N/A	\$86 \$218 \$340 This is not POS, it is HDHP
JUPITER ISLAND	Employee Employee+1 Employee+2 or more Family	N/A	\$0 - \$21 \$63 - \$109 \$106 - \$170 \$42 - \$80	N/A
*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

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
MANALAPAN	Employee	N/A	\$0	\$0
	Employee+1		\$267	\$133
	Employee+2 or more		\$221	\$106
	Family		\$531	\$292
MARTIN COUNTY SHERIFF'S OFFICE	Employee	N/A	B.Choice-\$101 / B.Opt-\$88	N/A
	Employee+1		N/A	
	Employee+2 or more		N/A	
	Family		B.Choice-\$273 / B.Opt-\$238	
*NORTH PALM BEACH	Employee	\$0	N/A	\$74
	Employee+1	\$96		\$244
	Employee+2 or more	\$202		\$432
OCEAN RIDGE	Employee	N/A		N/A
	Employee+1		\$0	
	Employee+2 or more		\$621	
	Family		\$457	
PALM BEACH	Employee	N/A		N/A
	Employee+1	\$37	\$40	\$44
	Employee+2 or more	\$74	\$80	\$88
PALM BEACH COUNTY SCHOOL POLICE (per pay period)	Employee	Low Opt. -\$25; Hi Opt. -\$31	\$230	N/A
	Employee+1	Low Opt. -\$68; Hi Opt. -\$120	\$588	
	Employee+2	Low Opt. -\$151; Hi Opt. -\$200	\$815	
	Employee + Spouse	Low Opt. -\$89; Hi Opt. -\$146	\$653	
PALM BEACH COUNTY SHERIFF'S OFFICE	Employee	\$20	\$70	\$40
	Employee+1	\$80	\$130	\$100
	Employee+2 or more	\$120	\$190	\$140
PALM BEACH GARDENS	Employee	\$0	\$0	\$0
	Employee+1	N/A	N/A	
	Employee+2 or more	\$116	\$220	\$60

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
PALM BEACH SHORES	Employee Employee+1 Employee+2 or more	N/A	\$0 \$402 \$617	N/A
*PALM SPRINGS	Employee Employee+1 Employee+2 or more	\$10.00	\$15.48	N/A
*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 \$0 \$0 *Base Plan	\$121 \$251 \$386 *PPO Enhanced Plan
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 SHERIFF'S OFFICE	Employee Employee+1 Employee+2 or more Family	N/A	\$50 \$100 \$100 \$100	N/A

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
STUART	Employee	N/A	\$25	\$45
	Employee+Spouse		\$102	\$146
	Employee+2 Children		\$78	\$117
	Family		\$166	\$227
			Basic Plan	Buy-Up Plan
TEQUESTA	Employee	N/A	\$0	N/A
	Employee+1		\$137	
	Employee+2 or more		\$241	
			\$102	
WEST PALM BEACH	Employee	N/A	\$25	N/A
	Employee+1		\$126	
	Employee+2 or more		\$304	

2011 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+Spouse Employee+Child(ren) Employee+Family	\$612 \$612 \$612 \$612 *OAP HRA	\$612 \$612 \$612 \$612 *OAP PLAN	N/A
BOYNTON BEACH	Employee Employee+1 Employee+2 or more	N/A	N/A	N/A
*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% If hired after 09/01/10, employee pays 100% for dependent coverage	N/A	N/A

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
GULF STREAM	Employee	N/A	100%	N/A
	Employee+1		N/A	
	Employee+2 or more		N/A	
	Family		\$3,000 Annual - HRA	
*HIGHLAND BEACH	Employee	N/A	\$583	N/A
	Employee+1		\$1,022	
	Employee+2 or more		\$1,543	
JUNO BEACH	Employee	\$404	\$404	\$404
	Employee+Child	\$535	\$535	\$535
	Employee+Spouse	\$539	\$539	\$539
	Family	\$765	\$765	\$765
JUPITER	Employee	\$542	N/A	\$480
	Employee+1	\$1049		\$935
	Employee+2 or more	\$1540		\$1360 This is not POS, it is HDHP
JUPITER ISLAND	Employee	N/A	\$512	N/A
	Employee+1		\$1,075	
	Employee+2 or more		\$1,489	
	Family		\$890	
*LAKE CLARKE SHORES	Employee	\$800	\$800	\$800
	Employee+1			
	Employee+2 or more			
*LANTANA	Employee	\$447	\$471	N/A
	Employee+1	\$1,299	\$1,353	
	Employee+2 or more	\$1,299	\$1,353	

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
MANALAPAN	Employee	N/A	\$471	\$458
	Employee+1		\$725	\$719
	Employee+2 or more		\$679	\$691
	Family		\$989	\$881
MARTIN COUNTY SHERIFF'S OFFICE	Employee	N/A	B.Choice-\$352 / B.Opt-\$306	N/A
	Employee+1		N/A	
	Employee+2 or more		N/A	
	Family		B.Choice-\$950 / B.Opt-\$826	
*NORTH PALM BEACH	Employee	\$481	N/A	\$481
	Employee+1	\$866		\$866
	Employee+2 or more	\$1,290		\$1,290
OCEAN RIDGE	Employee	N/A	\$493 (Town pays \$2,000 of deductible)	N/A
	Employee+1			
	Employee+2 or more			
	Family			
PALM BEACH	Employee	100%	100%	100%
	Employee+1	100%/75%	100%/75%	100%/75%
	Employee+2 or more	100%/75%	100%/75%	100%/75%
PALM BEACH COUNTY SCHOOL POLICE (per pay period)	Employee	Low Opt.-\$170; Hi Opt.-\$211	\$366	\$366
	Employee+1	Low Opt.-\$330; Hi Opt.-\$370	\$666	\$666
	Employee+2	Low Opt.-\$425; Hi Opt.-\$540	\$754	\$754
	Employee+Spouse	Low Opt.-\$341; Hi Opt.-\$389		
PALM BEACH COUNTY SHERIFF'S OFFICE	Employee	\$525	\$749	\$531
	Employee+1	\$1,065	\$1,579	\$1101
	Employee+2 or more	\$1,407	\$2,086	\$1,461
PALM BEACH GARDENS	Employee	\$518	\$685	\$453
	Employee+1	N.A	N/A	N/A
	Employee+2 or more	\$916	\$1307	\$1048

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
PALM BEACH SHORES	Employee	N/A	\$751	N/A
	Employee+1		\$1,117	
	Employee+2 or more		\$1,532	
*PALM SPRINGS	Employee	\$82.23	\$82.23	N/A
	Employee+1			
	Employee+2 or more			
*PORT ST. LUCIE	Employee	N/A	\$499	N/A
	Employee+1		\$914	
	Employee+2 or more		\$1,225	
	Family		\$804	
*RIVIERA BEACH	Employee	\$631	N/A	N/A
	Employee+1			
	Employee+2 or more			
SEWALL'S POINT	Employee	N/A	\$626	\$626
	Employee+1		\$1,295	\$1,295
	Employee+2 or more		\$1,987	\$1,987
			*Base Plan	*PPO Enhanced Plan
SOUTH PALM BEACH	Employee	N/A	100%	N/A
	Employee+1		80%	
	Employee+2 or more		60%	
ST. LUCIE COUNTY SHERIFF'S OFFICE	Employee	N/A	\$449	N/A
	Employee+1		\$1,025	
	Employee+2 or more		\$770	
	Family		\$1443	
STUART	Employee	N/A	N/A	N/A
	Employee+1			
	Employee+2 or more			

POLICE AGENCY	Coverage	HMO	PPO	POS / OTHER
TEQUESTA	Employee	N/A	\$481	N/A
	Employee+1		\$893	
	Employee+2 or more		\$1203	
			\$788	
WEST PALM BEACH	Employee	N/A	\$409	N/A
	Employee+1		\$715	
	Employee+2 or more		\$913	

2011 DENTAL & VISION INSURANCE CONTRIBUTION

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
*ATLANTIS	Employee	\$0	N/A	NA	N/A
	Employee+1	\$0			
	Employee+2 or more	\$0			
BOCA RATON	Employee	\$0 / \$0	\$0	\$14 / \$22	\$5
	Employee+1	\$9 / \$20	\$4	\$15 / \$26	\$5
	Employee+Family	\$21 / \$40	\$9	\$17 / \$30	\$5
BOYNTON BEACH	Employee	N/A	N/A	N/A	N/A
	Employee+1				
	Employee+2 or more				
*DELRAY BEACH	Employee	\$8 / \$9 / \$16	N/A	N/A	N/A
	Employee+1	\$16 / \$17 / \$30			
	Employee+2 or more	\$21 / \$27 / \$50			
	Employee+3 or more				
FAU	Employee	N/A	N/A	N/A	N/A
	Employee+1				
	Employee+2 or more				
*GREENACRES	Employee	0%	Included with medical	0%	Included with medical
	Employee+1	N/A		N/A	
	Employee+2 or more	N/A		N/A	
	Family	50%		50%	
		If hired after 09/01/10, employee pays 100% for dependent coverage			

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
GULF STREAM	Employee	N/A / \$0	\$0	N/A / 100%	100%
	Employee+1	N/A / \$0	\$0	N/A / 100%	100%
	Employee+2 or more	N/A / \$0	\$0	N/A / 100%	100%
	Family	N/A / \$0	\$0	N/A / 100%	100%
HIGHLAND BEACH	Employee	N/A / \$39	N/A	N/A / \$37	\$15
	Employee+1	N/A / \$93	\$9	N/A / \$37	\$15
	Employee+2 or more	N/A / N/A	\$25	N/A / \$37	\$15
JUPITER	Employee	\$4 / \$20	\$5	\$13 / \$23	\$0
	Employee+1	\$8 / \$44	\$14	\$21 / \$41	
	Employee+2 or more	\$14 / \$66	\$14	\$33 / \$61	
JUPITER ISLAND	Employee	N/A	100%	N/A / \$34	\$0
	Employee+1	N/A / \$39		N/A / \$39	
	Employee+2 or more	N/A / \$81		N/A / \$81	
	Family	N/A / N/A		N/A / N/A	
*LAKE CLARKE SHORES	Employee	N/A / \$44	N/A	N/A	N/A
	Employee+1	N/A / \$100			
	Employee+2 or more	N/A / \$92			
	Family	\$150			
*LANTANA	Employee	\$0 / N/A	N/A	\$7 / N/A	N/A
	Employee+1	\$12 / N/A		\$7 / N/A	
	Employee+2 or more	\$12 / N/A		\$7 / N/A	
MANALAPAN	Employee	N/A	N/A	N/A / \$29	N/A
	Employee+1	N/A / \$12		N/A / \$45	
	Employee+2 or more	N/A		N/A	
	Family	N/A / \$29		N/A / \$58	

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
MARTIN COUNTY SHERIFF'S OFFICE	Employee	N/A / \$8	\$6	N/A / \$24	N/A
	Employee+1	N/A / N/A	N/A	N/A / N/A	N/A
	Employee+2 or more	N/A / N/A	N/A	N/A / N/A	N/A
	Family	N/A / \$20	\$18	N/A / \$59	N/A
*NORTH PALM BEACH	Employee	\$0 / \$15	N/A	\$13 / \$13	N/A
	Employee+1	N/A		N/A	
	Employee+2 or more	\$4 / \$48		\$30 / \$30	
OCEAN RIDGE	Employee	N/A / \$16	\$6	N/A	N/A
	Employee+1	N/A / \$28	\$11		
	Employee+2 or more	N/A / \$43	\$11		
PALM BEACH	Employee	N/A	N/A	100%	N/A
	Employee+1	\$16		100% / 75%	
	Employee+2 or more	\$25			
PALM BEACH COUNTY SCHOOL POLICE	Employee	HMO	\$3	N/A	N/A
	Employee+1	Opt. 1-\$8; Opt. 2-\$	N/A		
	Employee+2	Opt. 1-\$17; Opt. 2-\$13	\$7		
	Employee+Spouse	Opt. 1-\$22; Opt. 2-\$17	N/A		
		Opt. 1-\$14; Opt. 2-\$11			
		PPO			
		Opt. 1-\$15; Opt. 2-\$11			
	Opt. 1-\$42; Opt. 2-\$31				
	Opt. 1-\$56; Opt. 2-\$42				
	Opt. 1-\$37; Opt. 2-\$28				

POLICE AGENCY	Coverage	Employee Contribution		Employer Contribution	
		Dental HMO / PPO	Vision	Dental HMO / PPO	Vision
PALM BEACH COUNTY SHERIFF'S OFFICE	Employee	\$0 / \$0	\$0	\$24 / \$31	\$4
	Employee+1	\$14 / \$28	\$11	\$22 / \$36	\$4
	Employee+2 or more	\$25 / \$39	\$11	\$40 / \$49	\$4
PALM BEACH GARDENS	Employee	Included w/health	N/A	N/A	N/A
	Employee+1				
	Employee+2 or more				
PALM BEACH SHORES	Employee	N/A / \$0	\$0	N/A / \$44	\$6
	Employee+1	N/A / \$23	\$5	N/A / \$67	\$11
	Employee+2 or more	N/A / \$45	\$5	N/A / \$89	\$11
*PALM SPRINGS	Employee	Included w/health	N/A	\$196 year	N/A
	Employee+1				
	Employee+2 or more				
*PORT ST. LUCIE	Employee	N/A	N/A	N/A	N/A
	Employee+1				
	Employee+2 or more				
*RIVIERA BEACH	Employee	\$43	N/A	\$21	N/A
	Employee+1				
	Employee+2 or more				
SEWALL'S POINT	Employee	N/A / \$0	\$0	N/A / \$33	\$150 per employee and covered
	Employee+1	N/A / \$38	\$0	N/A / \$70	dependant per year
	Employee+2 or more	N/A / \$85	\$0	N/A / \$113	
			\$0		
SOUTH PALM BEACH	Employee	N/A / N/A	N/A	N/A / N/A	N/A
	Employee+1	N/A / N/A		N/A / N/A	
	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	Dental HMO / PPO	Vision
ST. LUCIE COUNTY SHERIFF'S OFFICE	Employee Employee+1 Employee+2 or more Family	N/A / \$0	N/A	N/A / \$29	N/A	N/A	
		N/A / \$8		N/A / \$42			
		N/A / \$8		N/A / \$40			
		N/A / \$19		N/A / \$44			
STUART	Employee Employee+1 Employee+2 or more Family	\$0 / \$0	N/A	N/A		N/A	
		N/A / N/A					
		N/A / N/A					
		\$9 / \$14					
TEQUESTA	Employee Employee+1 Employee+2 or more	N/A / \$0	\$6	N/A / \$30		\$0	
		N/A / N/A	\$11	N/A / N/A			
		N/A / \$51	\$18	N/A / N/A			
		N/A / N/A	\$11	N/A / N/A			
WEST PALM BEACH	Employee Employee+1 Employee+2 or more	\$0	N/A	N/A / \$4.48		N/A	
				N/A / \$12.80			
				N/A / \$12.80			

2011 PENSION SURVEY

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
FRS				
*ATLANTIS				
BOCA RATON	Early - 10yrs or age 50 Normal - 20yrs or age 55 w/10yrs	Never reduced below 42%. Monthly benefit is 75% of average monthly earnings or accrued normal retirement for a service-incurred disability, whichever is greater	3.5%	Max. of 5yrs
BOYNTON BEACH	20yrs of service OR 55yrs with 15yrs	66 2/3%	3.5%	After 20yrs, but no more than 25yrs of service
*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

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
GULF STREAM	401k 5yrs Vested	NO	N/A	NO
*HIGHLAND BEACH				
FRS				
JUNO BEACH				
FRS				
JUPITER	Age + Yrs of Service = 65	60%	2.75%	Up to 8 years – contribute current rate for first 4yrs upon entry into DROP; remaining 2/3 goes into plan. DROP acct. interest rate min. of 2% per yr or max of 1% below assumed rate of return
JUPITER ISLAND	Age 65 + 3yrs 401k Plan	N/A	N/A	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
Martin County 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	Short & Long-term disability insurance provided by town	FRS	FRS

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
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			
PALM BEACH COUNTY S.O.	FRS			
PALM BEACH GARDENS	20yrs or 10yrs vested at age 52	YES	3.5%	5yrs
PALM BEACH SHORES	FRS			
*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

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
*RIVIERA BEACH	<p>Normal - Age 55 w/10+yrs or age 50 w/20yrs</p> <p>Early – Age 50 w/10yrs</p>	<p>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</p> <p>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</p>	N/A	N/A
SEWALL'S POINT	N/A – Defined contribution plan (401k)	6 months	N/A	N/A
SOUTH PALM BEACH	59 ½ FOR 401k & FRS	FRS		
ST. LUCIE COUNTY S.O.	FRS			
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	<p>On Duty - 42% of average monthly compensation or accrued retirement benefits whichever is greater</p> <p>Off Duty – Calculated as normal retirement pension</p>	<p>0-6yrs-3% -ext 4yrs-3.5%</p> <p>next 5yrs-4%</p> <p>next 6yrs-3%</p> <p>next 4yrs-2% after 25-3%</p>	YES

POLICE AGENCY	NORMAL/EARLY RETIREMENT	DISABILITY	BENEFIT ACCRUAL RATE (%)	DROP
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

2011 PENSION SURVEY

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRIBUTION	CITY CONTRIBUTION
*ATLANTIS	FRS					
BOCA RATON	2% if eligible for normal retirement beginning on 1 st anniversary of actual retirement	Assignment pay, crash-free bonus, longevity, up to 300 hrs of OT earned in each 12mo. period during the 24mo. immediately preceding the date of retirement or termination	1/24 earnings over the highest two consecutive years preceding actual retirement or termination	N/A	10.2%	10/01/09 – 09/30/10 Funded Rate 70.3%
BOYNTON BEACH	NO	Total enumeration	Best consecutive 60 months of last 120 months	5yrs Military or Police exp, 185 hybrid supplemental dist.	8%	28.5%
*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	Highest of 5yrs of last 10yrs	N/A	4%	.2345%

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRI-BUTION	CITY CONTRI-BUTION
GULF STREAM	NO	Salary, longevity, holiday & incentive pay	N/A	N/A	8%	21%
FRS						
*HIGHLAND BEACH						
FRS						
JUPITER	No	Total enumeration	New hires (2.75% multiplier) up to 300hrs. of overtime	Health insurance stipend (100% per month plus \$5 per year service) up to 5 years buyback for military	8.78% (2011) 9.25% (2014) 10% (2015)	36% (2011)
JUPITER ISLAND	N/A	N/A	N/A	N/A	N/A	10% plus matching 2.5%
*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%
FRS						
MARTIN COUNTY S.O.						
*NORTH PALM BEACH	3%	Total of annual salary including OT & Detail	Best of 5yrs of last 10yrs	457 deferred comp	2%	17.5%

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRIBUTION	CITY CONTRIBUTION
OCEAN RIDGE	Town provided \$1,000 one-time lump-sum, salary adjustment not to base	Salary & OT	FRS	FRS	FRS	14%
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					
PALM BEACH COUNTY S.O.	FRS					
PALM BEACH GARDENS	53%	Total W-2 earnings	Last 5 year average	185 Share	8.6%	38%
PALM BEACH SHORES	FRS					
*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 Corr.	9%	10.5% (by ordinance – funding level

POLICE AGENCY	COLA	WHAT COUNTS FOR AFC	AVERAGE FINAL COMP	OTHER	MEMBER CONTRIBUTION	CITY CONTRIBUTION
*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% of base salary
SOUTH PALM BEACH	FRS					
ST. LUCIE COUNTY S.O.	FRS					
STUART	FRS					
TEQUESTA	N.A	Total cash remuneration paid for services rendered as a police officer	1/12 of average salary of best 5yrs of last 10yrs of credited service	\$20 per yr of service to a max. of \$600 per month	5%	13.2%
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%