



**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 Resources  
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# Certified Police Employee Benefits

**STARTING SALARIES**

<b>Police Officer Starting Pay<sup>1</sup></b>	<b>At least 1 year of experience<sup>2</sup></b>	<b>Less than 1 year of experience</b>
	\$26.2249/hour (or approx. \$54,888/year)	\$24.9761/hour (or approx. \$52,274/year)
<b>Police Trainee Starting Pay</b>	<b>While attending academy Pending Florida Certification</b>	
	\$17.2476/hour (or approx. \$35,875/year)	

<sup>1</sup>Applies to Florida certified officers, out-of-state officers, and academy graduates pending Florida certification.

<sup>2</sup>Starting salaries for certified police officers with at least 1 year of experience may be offered, per policy, up to but not to exceed \$26.2249/hour (or approx. \$54,888/year). This represents a 1% increase to the starting salary rate per full year of previous sworn law enforcement experience to a maximum of 5% (or 5 years of experience).

**PAY FOR PERFORMANCE ANNUAL SALARY INCREASES**

Employees meeting the Town’s Pay for Performance guidelines may be eligible to receive an annual increase of 3% to 7.5%. The increase percent may not exceed the maximum hourly rate for the job classifications.

**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. Annual active duty for training leave compensated by the Town at regular pay not to exceed 240 working hours per year.

**EDUCATION INCENTIVE PROGRAM**

Employees are eligible after completion of initial trial period. Reimbursement for tuition based upon grade received. Reimbursement is limited to the current tuition charged by either Palm Beach State College for similar state college programs or Florida Atlantic University for similar university programs.

### **EMPLOYEE BENEFITS**

- ◆ Medical Insurance: Various plans including PPO, HMO Open Access and POS options. New employees are eligible on the first of the month following the date of hire. Prescription plans are also offered. Reduced premiums are available for those employees who participate in the Town's wellness program.
- ◆ Telemedicine: Teladoc provides access 24 hours, 7 days a week to a U.S. board-certified doctor through the convenience of phone, video or mobile app visits. Participation in the Town's medical plan is required. 100% of the cost for this benefit is paid for by the Town. No premiums and no visit copays for employees.
- ◆ Dental, Vision, and Flexible Spending accounts available.
- ◆ Domestic Partner coverage on all medical, dental and vision plans.
- ◆ Life Insurance: Basic life and AD&D at no cost to the employee. Life insurance is provided 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.
- ◆ Supplemental term life for employee, spouse and eligible dependents are also available. Enrollment includes access to resources such as Travel Assistance, Legal Financial & Grief Counseling, Legacy Planning and Beneficiary Financial Counseling.

### **CREDIT UNION**

Several benefits offered to include savings accounts. Additionally, loan eligibility after 12 months of employment.

### **EMPLOYEE ASSISTANCE PROGRAM**

100% employer paid, confidential counseling sessions to assist employees and their families with personal and work-life issues such as marital problems, parent-child conflicts and substance abuse. In addition, other resources such as legal support, financial planning and various work-life solutions are available. Work-life solutions include child and elder care, moving, pet care, college planning, home repair, buying a car, planning an event, selling a house and more.

### **24-HOUR FITNESS CENTER**

The fitness center is located on the first floor of the central Fire Station across the street from Town Hall. The gym provides standard set of equipment including treadmills, stationery bikes, etc. Weight machines are also available.

### **RETIREMENT PLAN**

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.

### **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.

### **OPTIONAL 457 DEFERRED COMPENSATION SAVINGS PLAN**

An optional 457 tax deferred savings plan and Roth IRA offered through ICMA-RC are available. These provides for long-term savings plan with a variety of investment options available for employees to elect voluntarily at any time during their employment.