

## CITY OF CORAL GABLES



*The City Beautiful*

### **BENEFITS FOR FOP (LODGE 7) EMPLOYEES**

<b>HOLIDAYS</b>	13 days including 2 floating days.
<b>SICK LEAVE</b>	96 hours annually. Employees are allowed to transfer to annual leave any unused portion of the first 48 hours of sick leave.
<b>ANNUAL LEAVE</b>	84 hours in the first year of employment, increasing up to 188 after 25 years. Employees must take 40 hours of annual leave each year and may also sell up to 80 hours each year.
<b>BEREAVEMENT LEAVE</b>	10 days for the death of an immediate family member (Parent, spouse or child). Five days for any other relative living in the same household.
<b>HEALTH &amp; DENTAL INSURANCE</b>	Employee pays a small portion of the premium. Employee may purchase coverage for eligible dependents.
<b>LIFE INSURANCE</b>	Term Life insurance equal to 1 x annual salary (up to \$200,000) fully paid by the City. Employees are also provided with an additional \$50,000 of Life Insurance and an added amount for dependents.
<b>ACCIDENTAL DEATH</b>	Fully paid by City; Death benefit up to \$172,195.47
<b>CAFETERIA PLAN</b>	Short-Term Disability and Life Insurance available through payroll deductions.
<b>LEGAL SERVICES</b>	Legal Services available to all employees through payroll deduction.
<b>RETIREMENT HEALTH SAVINGS PLAN</b>	The City contributes \$650 annually into an individual account for every employee. Monies from these accounts may be used to pay premiums or medical expenses after retirement.
<b>DEFERRED COMPENSATION</b>	Employees are given the option to defer a portion of their pre-tax salary in the 457 Deferred Compensation Program.
<b>UNIFORM ALLOWANCE</b>	\$700 annually
<b>TUITION REIMBURSEMENT</b>	\$1,500 per semester (\$6,000 maximum annually) for approved college coursework.
<b>EDUCATION &amp; INCENTIVE PAY</b>	Employees with a Master's degree (M.A., M.S., or M.B.A., will receive an additional \$50 per month.

September 1, 2007

## **MEDICAL SCREENINGS**

Medical screenings offered annually:

- Full blood workup
- Chest x-ray
- Electro-Cardiogram
- Eye and ear exam
- Mammogram and Pap-smear

**Also:**

- Maximal treadmill exam every 3 years after age 40
- Sigmoidoscopy every 2 years after 40
- Colonoscopy every 2 years after age 50

## **VEHICLES**

Employees are provided with a 24 hour assigned take home vehicle.

## **RETIREMENT**

Vesting

10 years

Normal Retirement

Non-contributory. Employees are eligible for retirement once they meet the Rule of Seventy (70): years of service plus age, or age 65.

Military/Government  
Buy-Back

Employees may buy-back up to five years of qualified previous employment.

DROP

The Deferred Retirement Option Plan (DROP) allows an employee the opportunity to defer retirement and begin accumulating benefits with interest, without terminating employment. Employees eligible for DROP must **either** have 25 years of service AND Rule of 70 **or** age 65 whichever is earlier. At the end of the drop period the employee must terminate employment with the city and begin receiving a monthly retirement benefit each month.