



BENEFIT INFORMATION EXECUTIVE/MANAGEMENT EMPLOYEES

Applies to Employees Hired After October 1, 2009

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.

Sunrise has a diverse population of 90,081 and offers its residents a variety of attractive, well-maintained neighborhoods - from private, gated golf course communities to quality rental properties. The City is currently experiencing growth in office and commercial development. Many major corporations have relocated to the City over the past decade.

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.

The City provides a variety of municipal services. Through the Utilities Department, it provides water and sewer services to approximately 200,000 people. The Utilities/Gas Division serves people over a 30-square-mile area. The Community Development Department performs important permitting activities, as well as oversees the City's current construction projects and future development. The Public Works Department maintains roadways, stormwater drainage systems, streetlights and rights-of-way. In addition, the Police and Fire-Rescue Departments provide for the safety and well being of our City, while the Finance, Central Services, Management Information Services and Personnel departments carry out administrative duties. In all, approximately 1,200 employees work to make Sunrise one of the best cities in Florida.

The City also provides a variety of recreational facilities, including swimming pools, a tennis club, a golf club, a performing arts center, an athletic club and acres of beautifully landscaped parkland. Special trips, activities and athletic leagues are organized for children, adults and seniors through the Department of Leisure Services.

HOLIDAYS

All full-time regular employees receive fourteen paid holidays per year, including: New Year's Day, Martin Luther King 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 workday, 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 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 years of service (making 24 days of Annual Leave); they begin earning another week after completing 10 years (making 29 days of Annual Leave); and begin earning another week after completing 17 years of service (making 34 days of Annual Leave). Employees are eligible to use their Annual Leave as earned.

GROUP HEALTH & LIFE INSURANCE

The City pays one-hundred percent (100%) of the premium for a full-time 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 per month for life.

SICK LEAVE

All full-time City employees accrue Sick Leave at the rate of one eighth (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.

ADDITIONAL INSURANCE

Executive/Management employees receive additional compensation in the amount of 5% of base salary which may be used to purchase City sponsored insurance benefits, including health, dental, catastrophic illness and intensive care (AFLAC), long term care, life and accidental death or dismemberment insurance. They are eligible for a \$250 eye care or eyeglasses reimbursement every two years and an annual physical (up to a maximum of \$250).

PENSION PLAN

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

DEFERRED RETIREMENT OPTION PLAN (DROP)

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

401 (a) PLAN

After ten years of City service, the City makes a contribution into a 401(a) Plan for management employees equal to 3% of salary. The ICMA Retirement Corporation invests this money in investment funds that the employee chooses. There is a wide range of investment options offered, and you can change your investment choices any time.

DEFERRED COMPENSATION

The City offers employees two deferred compensation plans, which are IRS-approved methods for deferring income taxes on savings until retirement. These plans are for public employees only and deferred money is invested by the ICMA Retirement Corporation into investment funds that employees choose. There is a wide range of investment options offered, and investment choices can be changed at any time.

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 of A or B in a state undergraduate degree program course, the employee receives 100% reimbursement. For a grade of 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 and laboratory and registration fees (up to a maximum of \$500 per semester or quarter). Requests are reviewed by the Personnel Director prior to approval.

CREDIT UNION

All employees of the City may join the Credit Union, which offers all normal banking services.

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

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