



# Town of Jupiter

## Human Resources Department

### FULL-TIME BENEFIT PACKAGE

**Effective: 01/01/10 - 12/31/10**

**Salary Range:**

A job classification and salary range is established for each position. Salary is budgeted by department and approved by Town Council for each position with the Town of Jupiter. A new employee is eligible for a salary increase after successfully completing probation, a period of six months from date of hire for non-union employees and one year for IUPA bargaining unit members.

**Pension Plan:**

(General Employees)

Florida Retirement System (FRS). Employees may chose between a Defined Benefit Pension Plan and a Defined Contribution Investment Plan (both plans are employer contribution only). The **Defined Contribution Investment Plan** has a one (1) year vesting schedule. The **Defined Benefit Plan** has a vesting schedule after six (6) years of employment with the Town of Jupiter.

(PBA Bargaining Unit)

Town of Jupiter Police Officers' Retirement Fund. The employee contribution is currently 7.56% to this Defined Benefit plan. Vesting is after 10 years of employment with the Town of Jupiter.

**Health/Dental:**

CIGNA Health Care. Employees are provided health and dental insurance options and may choose whichever plan option they prefer. Coverage begins the first of the month following thirty (30) days of employment. Dependent coverage is also available.

HEALTH HMO / EPP	HEALTH HSA	HEALTH HRA
Individual Employee Coverage : <b>\$21.66</b>	Individual Employee Coverage: <b>\$21.66</b>	Individual Employee Coverage: <b>\$21.66</b>
Employee Plus One Dependent: <b>\$92.98</b>	Employee Plus One Dependent: <b>\$72.14</b>	Employee Plus One Dependent: <b>\$87.14</b>
Employee and Family: <b>\$139.66</b>	Employee and Family <b>\$108.56</b>	Employee and Family <b>\$131.81</b>

DENTAL HMO / EPP	DENTAL PPO
Individual Employee Coverage : <b>\$1.63</b>	Individual Employee Coverage: <b>\$5.11</b>
Employee Plus One Dependent: <b>\$2.36</b>	Employee Plus One Dependent: <b>\$7.95</b>
Employee and Family: <b>\$3.83</b>	Employee and Family <b>\$11.89</b>

*Deductions for Health and Dental are taken bi-weekly / 24 pay periods*

**Sick Leave:**

Earn (3.70) hours of sick leave per bi-weekly pay period. The first six (6) unused days can be converted to vacation or "cash" annually. Sick time balance paid upon retirement or resignation (minimum 2 years of full-time employment) at a conversion rate of: 2 to 5 years of service at 30%; 5 to 10 years at 40%; and 10 or more years at 50%.

**Vacation Leave:**

Vacation accrues during the first six (6) months of employment and may be used once this initial probationary period has been successfully completed.

Length of Service	Vacation Earned	Max Vacation Accrual
6 months to 5 years	12 days per year	24 days (192 hours)
6 years to 10 years	15 days per year	30 days (240 hours)
11 Years	16 days per year	32 days (256 hours)
12 years	17 days per year	34 days (272 hours)
13 years	18 days per year	36 days (288 hours)
14 years	19 days per year	38 days (304 hours)
15 + years	20 days per year	40 days (320 hours)



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**Holidays:**

Eleven (11) days per calendar year.

\*One (1) Floating Personal Holiday each fiscal year.

\*(PBA Bargaining Unit)

\* (after 6 months of employment)

**Life/Long-Term  
Disability Insurance:**

The Town of Jupiter provides each full-time employee, at no cost, life insurance coverage in the amount of two (2) times your annual salary up to a maximum benefit of \$100,000. Long-Term Disability insurance is also provided at no cost to the employee.

**Direct Deposit for  
Payroll:**

At an employee's request the Town of Jupiter Finance's Department can deposit your payroll check in your personal account of the financial institution of your choice if desired.

**Longevity Pay:**

5-year anniversary

General Employees: \$250 paid annually and then on anniversary date.

Bargaining Unit Employees: \$500 paid annually and then on anniversary date.

10-year anniversary

General Employees: \$375 paid annually and then on anniversary date.

Bargaining Unit Employees: \$750 paid annually and then on anniversary date

15-Year anniversary

General Employees: \$500 paid annually and then on anniversary date.

Bargaining Unit Employees: \$1,000 paid annually and then on anniversary date.

**Deferred  
Compensation:**

Optional pre-taxable savings program to supplement retirement income, which is personally geared toward individual employee's needs. The deferred compensation program allows employees to put aside a portion of their earnings each pay period into an account for their retirement and reduce the amount that is taxable now, postponing federal income taxes until retirement which is then taxable at a lower rate. Another advantage is that the deferred compensation program defers taxes on income that an employee's account earns over the course of employment years, which is not available in a conventional passbook savings account. The Town of Jupiter currently has two deferred compensation plans from which to choose in accordance with Section 457 of the Internal Revenue Code of 1986.

**Optional Benefits:**

529 College Savings Plan, Flexible Spending Accounts, Accident Expense, Cancer Expense Protector, Dental Supplement, Long-Term Care Insurance, Personal Recovery Plus, Short-Term Disability, Voluntary Indemnity, Additional Life Insurance, Pet Insurance, Pre-Paid Legal Services and Vision Care Insurance Plan.