

## **RETIREMENT**

### **Retirement Plan**

- Retirement at age 50 with 25 years of service at 50% of base pay
- Retirement at any age with 25 years of service (reduced benefit)
- Retirement at age 55 with at least 5 years of service
- 1.5% pre-tax contribution of base pay

### **Retirement Savings Plan (RSP)**

- Employees can voluntarily save a portion of their pay on a pre-tax basis.
- The Authority matches a portion of the amount you save up to 3%.
- Maximum tax deferred savings limit is \$16,500.
- At age 50 an additional \$5,000 per year may be saved for five years
- Plan is governed by Section 457 of the IRS Code

## **MONETARY INCENTIVES**

**Uniforms and equipment provided.**

**\$120 allowance for footwear yearly**

### **Performance Based Pay Increases**

- Annual pay raises are based on a Performance Management Partnership Program
- Pay increases may be as much as 10%.

### **Overtime / Shift Differential**

- Time and a half for hours worked beyond normal duty hours
- 10% night shift differential
- 25% Sunday premium pay (midnight shift receives double the premium pay if both Saturday and Sunday are worked)
- Holiday pay is twice the hourly rate.

### **Pay Differential for Voluntary Programs**

- Explosive Detector Dog Handlers receive an additional \$150 per pay period
- Field Training Officers receive additional compensation for each day that they mentor a new officer.

### **Tuition Assistance Program**

- Begin or complete your college degree
- Employees can be reimbursed as much as 90% of tuition expenses (dependent upon grade)
- Up to 12 credits per academic year eligible for reimbursement
- Courses can be taken individually or as part of a degree program
- Courses do not have to be job related

### **Health/Fitness Reimbursement**

- Employees can be reimbursed up to \$200 annually for Fitness Center memberships or approved weight management programs

### **LEAVE**

#### **Annual Leave**

- 13 days per year during the first three years of service
- 19 ½ days per year after three years of service
- 26 days per year after 15 years of service

#### **Sick Leave**

- 13 days per year

#### **Donated Leave Program**

- By joining the program employees may be granted additional sick leave for extended illnesses

#### **Long Term Disability (LTD)**

- Provides partial income protection to employees when they become ill or disabled paid for by the Authority

#### **Military Leave**

- The department fully supports individuals who are serving in the military reserve or the National Guard
- Individuals receive 15 days paid military leave yearly

#### **Family Medical Leave Act (FMLA)**

- Employees with a minimum of one year employment can request up to 12 weeks of FMLA for medical conditions for themselves or their family

## **HEALTH / LIFE INSURANCES**

### **Life Insurance**

- Single and family plans available.
- Shared cost by the individual and the Authority
- Supplemental and Dependent coverage available at a reasonable cost to the employee.

### **Health Insurance**

- The Authority offers a choice of health plans to provide you and your family with protection when you incur health care expenses
- The health plans offer comprehensive medical services at a reasonable bi-weekly rate
- The plans include prescription drug and vision benefits.
- The Authority pays for 80% of your health care insurance premiums

### **Dental Insurance**

- The Authority also offers dental coverage at reasonable rates

### **Flexible Spending Accounts (FSA)**

- Save money on certain health care and dependent care costs by paying for eligible expenses with pre-tax dollars
- Employees may defer up to \$5,000 for health care expenses and \$5,000 for dependent expenses