



City of DeLand Benefits Overview FY 2021-2022

COMPENSATION: Per pay cycle (26 pay periods per year)

VACATION:

General Employee:	Fire: 24 hour shift and Police (sworn)
0-10 years/3.08 hours	0-10 years 4.61 hours
11years/ 3.38 hours	11 years/ 5.07 hours
12 years/ 3.69 hours	12 years/ 5.54 hours
13 years/ 4.0 hours	13 years /6.0 hours
14 years 4.31 hours	14 years/ 6.46 hours
15+years /4.62 hours	15+ years/ 6.92 hours

SICK LEAVE:

General Employee:	Fire: 24 hour shift and Police (sworn)
0-3 years/1.54 hours	0-3 years/2.31 hours
4+ years/3.08 hours	4+ years/4.62 hours

NOTE: Sick Leave bank maximum caps at 600 hours

****PERSONAL DAYS: USE OR LOSE - Reloads October 1st (Renewed annually)** Must use between October 1st to September 30th - Personal days do not roll over.

- **General Employees:** (2) 8 hour or 10 hour day depends on work schedule
- **Fire 24 hours** (2) 24 hour day
- **Police (sworn)** (2) 12 hour day

****Personal days cannot be taken during new hire probationary period**

- **Overtime - Paid at 1 ½ times hourly rate of pay in excess of normal work week**
 - **General Employees - Over 40 hours per week**
 - **Police Department - Over 42 hours per week**
 - **Fire Department - Over 53 hours per week**
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- **Compensatory Time - Overtime hours held in lieu of pay for future use. (Up to 80 hours)**
- **Paid Holidays - New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and day after, Christmas Eve and Christmas Day.**



BENEFITS:

- ✓ Medical - Florida Healthcare Plan - HMO Basic, HMO standard and POS (Point of Service)
- ✓ Delta Dental - HMO/Point of Service
- ✓ EyeMed Vision Care
- ✓ Life Insurance(s) - City Paid: General/Fire/Police 1times salary up to \$50K
- ✓ Long-Term Disability - (City Paid for General Employees Only)
- ✓ Bereavement - Paid 3 days for local services/5 days out of state services – (qualifying relatives)
- ✓ Jury Duty
- ✓ Family Medical Leave Act (FMLA)

City of DeLand Retirement Plan(s)

Defined Benefit w/DROP	Defined Contribution with Nationwide: 401A
Fire 5%	5% employee contribution
Police 7.75%	7.5% City money contribution
Fire and Police: 20 years any age	General Employees: 25 years any age
10 years/55 age	20 years at age 60
20 years/60 age	5 year vesting 20% per year
Full vesting at 10 years of full time employment	Nationwide 457

EMPLOYEE RELATIONS

- Employee Assistance Program (EAP) Curalinc - City Paid
- Probation Evaluations 90/180/365 Days
- Annual Evaluations (Merit) October
- Direct Deposits
- Sexual Harassment Procedures
- Sick leave buy back (November)
- Sick leave contribution program
- Years of Service awards 10/15/20/25/30/35 plaques
- Tuition Assistance Program (TAP) \$1,400.00 per fiscal year

OPEN ENROLLMENT - Every August - Make changes to your insurance benefits
(Exception - if you have an IRS qualifying event(s))