



MEMORANDUM

AGENDA ITEM #IV.D

DATE: NOVEMBER 7, 2011
TO: COUNCIL MEMBERS
FROM: STAFF
SUBJECT: SFRPC EMPLOYEE BENEFITS REPORT

The Council's subcommittee comprised of Councilmembers Lieberman, Carruthers, Sosa and Wallace met via teleconference on Monday, October 17th. At the Committee's request, following is a summary report of the SFRPC employee benefits as per the Council's adopted Personnel Policy document.

Section 7.3 - Holidays

These holidays are:

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day (Thursday & Friday)
- Christmas Day
- Personal, floating Day

Section 7.6 - Vacation Leave

Each full-time regular or probationary employee earns annual vacation with pay at the following rates:

First - third year of employment	3 1/2 hours per payroll period	11 3/8 days per year
After three years of employment	6 1/2 hours per payroll period	21 1/8 days per year

There is a provision for vacation leave payout of up to 160 hours to employees upon separation of employment.

Section 7.8 - Sick Leave

First - third year of employment	4 hours per payroll period	13 days per year
After three years of employment	5 hours per payroll period	16 1/4 days per year

Use of sick leave must be approved by the employee's immediate supervisor and reported to the Executive Director or his/her designee. There is no provision for sick leave payout to either the employees or the Executive Director upon separation of employment.

Section 10 - Employee Insurance

The Council provides health insurance for all full-time employees 30 calendar days from the date of their employment. The Council pays only the cost of individual coverage. Extra cost for dependent or family coverage is paid by the employee.

As the Council is aware, as of October 1, 2011, Council staff will enter into their fifth year without merit or cost of living increases.

Also, due to legislative changes in the last session, the contribution rates to the Florida Retirement System (FRS) for the current fiscal year were lowered and staff is now required to contribute 3% of their salary; therefore reducing the amount normally contributed by the Council.

Recommendation

Information only.