



**RESOLUTION NO. 877**

**A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF SEWALL'S POINT, FLORIDA, ADOPTING THE ANNUAL SALARY & BENEFITS PLAN; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, the Town of Sewall's Point, Florida, (hereinafter, "Town") is a duly constituted municipality having such power and authority conferred upon it by the Florida Constitution and Chapter 166, Florida Statutes; and

**WHEREAS**, article IV, section 2(4) of the Town's Charter, requires the Town Manager to submit annually to the Commission recommendations for wage and benefit plans for Town staff for approval by the Commission.

**NOW THEREFORE, BE IT RESOLVED BY THE TOWN COMMISSION OF THE TOWN OF SEWALL'S POINT, FLORIDA:**

**SECTION 1.** The Town Commission of the Town of Sewall's Point does hereby adopt its annual salary and benefits plans for the 2019-2020 fiscal year.

**SECTION 2.** This resolution will take effect immediately upon its adoption. The Town Commission thereupon declared this Resolution No. 877 approved and adopted by the Town Commission of the Town of Sewall's Point on this 12th day of September, 2019.

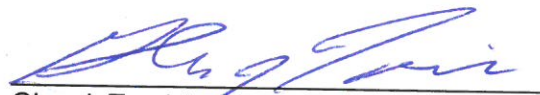
**DULY ADOPTED** at a regular meeting this 12th day of September 2019

TOWN OF SEWALL'S POINT, FLORIDA

  
\_\_\_\_\_  
Vinny Barile, Mayor

ATTEST:

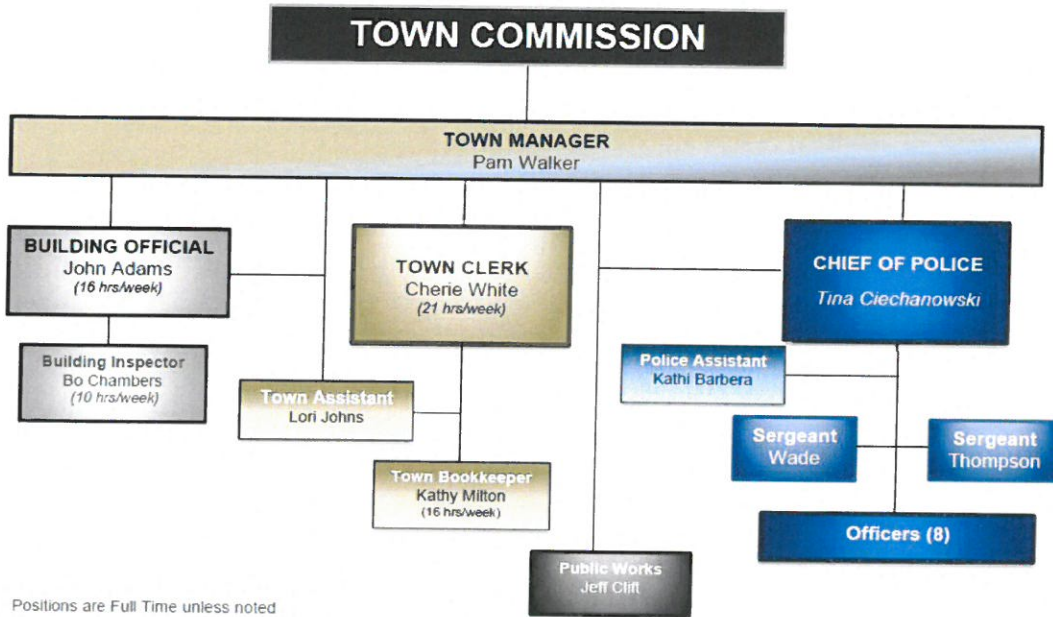
  
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Cheryl White, MMC, Town Clerk

  
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Glen J. Torcivia, Town Attorney  
Florida Bar No. 343374

Approved as to form and legal sufficiency



## EXHIBIT "A" TO RESOLUTION NO. 877



### TOWN HALL POSITIONS

Position	Classification	Salary Range		
		Low	Mid	High
Town Manager	1	100,000	110,000	120,000
Police Chief	2	95,000	105,000	115,000
Finance & HR Director	2	95,000	105,000	115,000
Building Official	3	80,000	90,000	100,000
Town Clerk	3	70,000	80,000	90,000
Town Assistant	4	35,000	45,000	55,000
Police Assistant	4	35,000	45,000	55,000
Public Works Staff	5	30,000	40,000	50,000

Job Sharing and/or Part-time Positions are Permitted with Commission Approval within Annual Budgetary Limits

### Police Department Step Pay Plan

POSITION	Probationary Officer	Police Officer I	Police Officer II	Master Officer	Sergeant	Lieutenant
Step 1 Starting Pay	\$45,190					
Step 2	\$47,450					
Step 3		\$49,822				
Step 4		\$52,313				

Step 5		\$54,929	\$54,929			
Step 6		\$57,675	\$57,675			
Step 7		\$60,559	\$60,559		\$67,287	\$74,184
Step 8		\$63,587	\$63,587	\$63,587	\$70,651	\$77,893
Step 9		\$66,766	\$66,766	\$66,766	\$74,370	\$81,993
Step 10			\$68,435	\$68,435	\$76,276	\$84,095
Step 11			\$70,146	\$70,146	\$78,232	\$86,251
Step 12			\$71,900	\$71,900	\$80,237	\$88,462
Step 13			\$74,065	\$74,065	\$82,294	\$90,729
Step 14				\$75,917	\$84,351	\$92,997
Step 15				\$77,815	\$86,460	\$95,322
Step 16				\$79,760	\$88,622	\$97,705
Step 17				\$81,754	\$90,837	\$100,148
Step 18				\$83,798		
Step 19				\$85,893		

Note: Above line = 5% between Steps. Below line = 2.5% step increases.

Step One:	New officers with no experience start at Step 1. (Officers with recent and relevant police experience may start at Step 2 at the discretion of the Town Manager.)
Step Two:	Satisfactory completion of the 1-year probationary period commencing on completion of Field Training
Step Three:	Successful completion of radar training; and Successful completion of breath test operator training; and An above average overall evaluation.
Steps Three through Nine as a Police Officer I:	Completion of a minimum of 24 hours of pre-approved advanced training; and an above average evaluation each year
Promotion to a Police Officer II:	Employment by the Department for a minimum of 5 years; and Possession an Associate's Degree from an accredited college/university; and Completion cumulatively of at least 150 hours of pre-approved career development training, which must include (a) Field Training Officer and (b) Standard Field Sobriety Testing; and An above average evaluation; and Recommendation of the Chief of Police
Steps Five through Thirteen as a Police Officer II	Completion of a minimum of 24 hours of pre-approved advanced training; and an above average evaluation each year.
For Promotion to a Master Officer	Employment by the Department for a minimum of 7 years; and Possession an Bachelor's Degree from an accredited college/university; and Completion cumulatively of at least 250 hours of pre-approved career development training; An above average evaluation; and Recommendation of the Chief of Police
Steps Eight through Nineteen as a Master Officer:	A minimum of 24 hours of advanced training each year; and An above average evaluation each year

**EMPLOYEE BENEFITS**

<b>Deferred Compensation Benefit</b>	Town pays 15% of base pay to an individually directed 401(a) deferred compensation plan; Vesting schedule is 20% per year beginning on second anniversary of employment; fully vested after 6th year. Optional self-funded 457 Plan also available. Both plans include a loan benefit.
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## HEALTH INSURANCE

Town pays 85% of the total cost of health insurance premiums for the qualified staff.

COMPANY	FLORIDA BLUE - BLUE OPTIONS					
PLANS	14003		14006		14056	
Benefits	In Network	Out of Network	In Network	Out of Network	In Network	Out of Network
<b>PHYSICIAN SERVICES</b>						
Office Visit PRIMARY SPECIALIST	\$10 co-pay \$25 co-pay	50% after annual deductible	\$25 co-pay \$45 co-pay	50% after annual deductible	\$35 co-pay \$50 co-pay	50% after annual deductible
<b>INPATIENT HOSPITAL SERVICES</b>	Option 1: \$200 per day ( \$600 max)	50% after annual deductible	Option 1: \$300 per day ( \$1,500 max)	50% after annual deductible	50% after annual deductible	50% after annual deductible
<b>OUTPATIENT HOSPITAL SERVICES</b>	Option 1: \$150 Option 2: \$350	50% after annual deductible	Option 1: \$350 Option 2: \$450	50% after annual deductible	50% after annual deductible	50% after annual deductible
<b>EMERGENCY ROOM SERVICES</b>	\$100 co-payment	\$100 co-payment	\$300 co-payment	\$300 co-payment	50% after annual deductible	50% after deductible
<b>URGENT CARE CENTERS</b>	\$30 co-payment	50% after annual deductible	\$50 co-payment	\$50 copay AFTER DEDUCTIBLE	\$55 co-payment	50% after annual deductible
<b>AMBULATORY SURGICAL CENTER</b>	\$100 co-payment	50% after annual deductible	\$200 co-payment	50% after annual deductible	\$300 co-payment	50% after annual deductible
<b>INDEPENDENT CLINICAL LAB</b>	100% Covered	50% after annual deductible	100% Covered	50% after annual deductible	100% Covered	50% after annual deductible
<b>ADVANCED IMAGING SERVICES</b>	\$75 co-payment	50% after annual deductible	\$250 co-payment	50% after annual deductible	\$250 co-payment	50% after annual deductible
<b>PHYSICIAN SERVICES AT ALL LOCATIONS OTHER THAN OFFICE</b>	100% covered	100% covered	100% covered	100% covered	100% covered	100% covered
<b>PRESCRIPTION DRUG BENEFITS</b>						
Generic - Condition Care RX/All Other	\$0/\$4/\$10 \$15/\$30/\$50/\$	*Mail Order (90 days) \$0/\$8/\$20	\$0/\$4/\$15 \$30/\$60/\$100/\$	*Mail Order (90 days) \$0/\$8/\$30	\$0/\$4/\$15 \$50/\$100/\$200/ \$300	*Mail Order (90 days) \$0/\$8/\$30 \$100/\$200/\$400/ NC
Brand - condition Care Rx/Preferred/Non-Preferred/Specialty	150	\$30/\$60/\$100/NC	200	\$60/\$120/\$200/ NC		
<b>CASH DEDUCTIBLE (Individual / Family)</b>	\$500/\$1,500	\$1,000/\$3,000	\$1,000/\$3,000	\$6,000/\$8,000	\$1,500/\$3,000	\$4,500/\$9,000
<b>CO-INSURANCE PAID BY BCBS</b>	80%	50%	80%	50%	50%	50%
<b>OUT - OF - POCKET (Individual / Family)</b>	\$2,000/\$6,000	\$5,000/\$10,000	\$4,000/\$8,000	\$8,000/\$16,000	\$6,700/\$13,400	\$13,400/\$26,800
<b>LIFETIME MAXIMUM</b>	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED	UNLIMITED
<b>Long Term Disability</b>	60% Salary	up to \$6,000/mo	After 120 days	<b>Life Insurance 1x Annual Salary up to \$150,000</b>		
<b>Dental</b> EE Covered 100%; Family at Employee Expense	100% Preventative 90% Basic Major 80% U&C Out of Network		60%	<b>Vision Insurance:</b> No cost to EE for EE and medically insured dependents		Eye Exam: \$10 Co-pay Lenses \$15