

Benefits Comparison – City/County/TSA – Policy # 3

Description	City of Tampa	Hillsborough County	Tampa Sports Authority
<p># of Paid Holidays</p> <p>Annual Leave</p>	<p>12 (11 + 1 Floating)</p> <p>a) 1 - 4 years – 12+ Days b) 5 - 9 years – 14+ days c) 10 - 14 years – 15+ days d) 15 - 20 years – 18+days e) 20 - 25 years – 19+ days f) 25 - 30 years – 21+days g) 30 - 35 years – 22+ days h) 35 - 40 years – 23+ days i) 40 - 45 years – 24 + days j) Maximum Accrual = 240 hours. Excess rolled to sick leave.</p>	<p>12 (10 + 2 Floating)</p> <p>a) 1 - 4 years- 10 Days b) 5 - 9 years - 12 Days c) 10 - 14 years - 15 days d) 15 or more years - 20 days e) Maximum Accrual – 320 hours f) Excess hours above 320 lost</p>	<p>12 (10+2 Floating)</p> <p>a) 1 - 4 years- 10 Days b) 5 - 9 years - 12 Days c) 10 - 14 years - 15 days d) 15 or more years - 20 days e) Maximum Accrual – 320 hours f) Excess hours above 320 lost</p>
<p>Sick Leave</p>	<p><u>Plan B</u></p> <p>a) 12.4 days per year b) 50% paid upon Retirement if hired prior to 10/1/11. c) 25% paid upon retirement if hired after 10/1/11. d) 75% paid upon Death</p>	<p><u>Plan B</u></p> <p>a) 8 days per year b) No maximum accrual c) If hired prior to 2/2/97, employees receive 480 hour payout of sick leave at retirement. d) If hired after 2/2/97, no sick leave payout at retirement</p> <p><u>Plan A</u></p> <p>a) 12 days per year b) No Maximum Accrual c) Payout of 100% of first 480 hours, 50% payout of sick hours above 960 hrs at retirement. d) For both plan A and plan B, employees may transfer up to a maximum of 4 days of sick leave to annual leave annually based on the number used per year.</p>	<p><u>Plan B</u></p> <p>a) 8 days per year b) No maximum accrual c) If hired prior to 2/2/97, employees receive 480 hour payout of sick leave at retirement. d) If hired after 2/2/97, no sick leave payout at retirement</p> <p><u>Plan A</u></p> <p>a) 12 days per year b) No Maximum Accrual c) Payout of 100% of first 480 hours, 0% payout from 480 hrs to 960 hrs, 50% payout of sick hours above 960 hrs at retirement. d) For both plan A and plan B, employees may transfer up to a maximum of 4 days of sick leave to annual leave annually based on the number used per year.</p>

Benefits Comparison – City/County/TSA – Policy # 3

Description	City of Tampa	Hillsborough County	Tampa Sports Authority
Emergency Leave	No	YES	Same As County
Domestic Violence Leave	No	No	New to TSA per Attorney
Bereavement Leave	a) Immediate Family – 3 days + 2 days sick or annual leave b) Relative – 2 days with up to 2 days sick or annual leave	3 Days – Immediate Family	3 Days – Immediate Family
Newborn Leave	No Additional Time	5 days of paid leave	5 days of paid leave
Civic Leave	Yes for polling, jury duty and responding to subpoenas but no leave for voting. Vacation can be used.	Employee granted time for voting, jury duty or responding to a subpoena (unless matter is for individual or family member).	Employee granted time for voting, jury duty or responding to a subpoena (unless matter is for individual or family member).
Military Leave	Yes per law	Yes per law	Yes per law
Management/Executive Leave	a) less than 1 year service – 5 days b) 1 – 3 years – 3 days c) 3-9 years – 1 day	a) 1 – 4 years – 5 days b) 5 – 10 years – 3 days	a) 1 – 4 years – 5 days b) 5 – 10 years – 3 days
Compensatory Leave	NO	Yes – Hours earned are paid at regular rate of pay.	Yes – Hours earned are paid at regular rate of pay.
Medical Leave/FMLA	Per Federal Law	Per Federal Law	a) Per Federal Law b) TSA requires the use of Sick and Vacation leave prior to granting unpaid leave.
Retirement	Plan A a) No Social Security employee contributes 7% - No longer offered Plan B a) Includes Social Security b) Employees contribute employee portion of social security only c) Employee contributes 0% to retirement d) Accrue 1.2% of avg monthly salary over highest 3 years.	a) Participate in FRS b) Employees hired prior to 7/1/11 • Employees contribute 3% • Regular Employees - 1.6% x of service of avg salary over 5 years. • Senior Management Employees – 2% x years of service of avg salary over 5 years. • <u>Vesting</u> Pension plan – 6 years Investment plan – 1 year	a) Participate in FRS b) Employees hired prior to 7/1/11 • Employees contribute 3% • Regular Employees - 1.6% x years of service of avg salary over 5 years. • Senior Management Employees – 2% x years of service of avg salary over 5 years. • <u>Vesting</u> Pension plan – 6 years Investment plan – 1 year

Benefits Comparison – City/County/TSA – Policy # 3

Description	City of Tampa	Hillsborough County	Tampa Sports Authority
Retirement – Continued	<p>e) <u>Vesting</u> – 6 years</p>	<ul style="list-style-type: none"> • DROP Program for up to final 5 years of employment based on eligibility. Earn guaranteed 6.5% interest on investment. DROP must have been entered by 6/30/11. c) Employees Hired after 7/1/11 <ul style="list-style-type: none"> • Employees contribute 3% • Regular Employees - 1.6% x years of service of avg salary over 5 years. • Senior Management Employees – 2% x years of service of avg salary over 5 years. • <u>Vesting</u> • Pension plan – 8 years • Investment plan – 1 year • DROP Program for final 5 years of employment based on eligibility. Earn guaranteed 1.3% interest on investment. 	<ul style="list-style-type: none"> • DROP Program for up to final 5 years of employment based on eligibility. Earn guaranteed 6.5% interest on investment. DROP must have been entered by 6/30/11. c) Employees Hired after 7/1/11 <ul style="list-style-type: none"> • Employees contribute 3% • Regular Employees - 1.6% x years of service of avg salary over 5 years. • Senior Management Employees – 2% x years of service of avg salary over 5 years. • <u>Vesting</u> • Pension plan – 8 years • Investment plan – 1 year • DROP Program for final 5 years of employment based on eligibility. Earn guaranteed 1.3% interest on investment.
Insurance	<p>Health (Employee Contribution)</p> <ul style="list-style-type: none"> a) Single - \$0 - \$20/month - b) Family - \$254 - \$326/month <p>Life & AD&D – paid for coverage by City up to \$150K. Employee can purchase additional coverage. Voluntary and employees can purchase up to \$500,000 in additional coverage.</p>	<p>Health (Employee Contribution)</p> <ul style="list-style-type: none"> a) Single - \$94 - \$290 b) Family - \$147 - \$586/month <p>Life – coverage paid by County for \$20K. Employee can purchase additional coverage at their own expense up to \$100K.</p>	<p>Health (Employee Contribution)</p> <ul style="list-style-type: none"> a) HDHC - \$0 (Sgl&Fam) b) Single - \$81 - \$189/month c) Family - \$160 - \$433/month <p>Life – coverage paid by Authority for \$20K. Employee can purchase additional coverage a their own expense up to \$100K.</p>

Benefits Comparison – City/County/TSA – Policy # 3

Description	City of Tampa	Hillsborough County	Tampa Sports Authority
Insurance - Continued	<p>Dental – Optional – Employee pays 100%</p> <p>Vision - NONE</p>	<p>AD&D - Voluntary AD&D coverage can be purchased by the employee with coverage amounts of up to 6 times their annual salary to a maximum of \$500,000.</p> <p>Dental – Optional – Employee pays 100%</p> <p>Vision - Optional – Employee pays 100%</p> <p>COUNTY EMPLOYEE'S RECEIVE \$210 MONTHLY IN CAFETERIA CONTRIBUTION FOR HEALTH CARE COSTS.</p>	<p>AD&D - Voluntary AD&D coverage can be purchased by the employee with coverage amounts of up to 6 times their annual salary to a maximum of \$500,000.</p> <p>Dental – Optional – Employee pays 100%</p> <p>Vision - Optional – Employee pays 100%</p> <p>IN 2011 - TSA DID NOT CHARGE ANY PREMIUMS ON HDHC.</p>
Flexible Spending Accounts	YES	YES	YES
Deferred Compensation	No City Contribution	<p>a) 1.5% - Classified Employees</p> <p>b) 1.0% - Unclassified Employees</p> <p>c) Plan A employees do not receive any deferred compensation.</p>	<p>a) 1.5% - Classified Employees</p> <p>b) 1.0% - Unclassified Employees</p> <p>c) Plan A employees do not receive any deferred compensation.</p>
Direct Deposit Service	Mandatory	Mandatory	Optional
Health Insurance Subsidy	NO	\$5 per year of Service per month upon retirement	\$5 per year of service per month upon retirement.
Exemption from Golf Fee's	NO	NO	<p>a) \$1 for Current full-time and part-time Staff, Board and Retiree's</p> <p>b) Promotional Rate for part time golf employees</p>
LTD/STD	<p>STD</p> <p>a) None provided</p> <p>LTD</p> <p>a) 30% of Base Salary up to 180 days, employee can purchase up to 50% or 60% of base pay after 180 days.</p>	<p>STD</p> <p>a) 75% of pay up to 180 days</p> <p>b) Eligibility begins after 14 days</p> <p>LTD</p> <p>a) 67% of pay after 180 days</p> <p>b) Eligibility begins after STD ends</p>	<p>STD</p> <p>c) 75% of pay up to 180 days</p> <p>d) Eligibility begins after 14 days</p> <p>LTD</p> <p>c) 67% of pay after 180 days</p> <p>d) Eligibility begins after STD ends</p>

Benefits Comparison – City/County/TSA – Policy # 3

Description	City of Tampa	Hillsborough County	Tampa Sports Authority
Tuition Reimbursement	\$1,700 per fiscal year	a) Up to \$1,000 per year for undergraduate or continuing education b) Up to \$2,000 per year for graduate work	\$1,000 per fiscal year TSA only budgets \$1,500 per year. Requests beyond the budget are not granted.
Longevity Award	a) Managers – No Benefit b) Supervisors/Professionals: \$500 - \$1,500 – Based on years of service.	NONE	NONE