



# Campus Police Department

*5800 Bay Shore Road*  
*Sarasota, FL 34243*  
*941-487-4210*

**New College of Florida offers its police employees a competitive benefit package that includes:**

- Starting salary \$48,972
- Law Enforcement Incentive Pay
  - Officers certified by the Florida Criminal Justice Standards Training Commission become eligible for additional monthly salary of up to \$130 based upon completed higher education and/or career development courses
- Work week
  - The work schedule is eighty (80) hours in a 2-week period. Time-and-a-half paid for all additional hours physically worked over eighty (80) hours. Officers work 12 hour shifts
- \$550 yearly shoe and uniform maintenance allowance
- All uniforms, weapons, duty gear, and assorted equipment supplied
- On-site Fitness Center
- On-site Child Care Center (Some ages have waiting lists)
- Employee Education "Tuition Assistance" after 6 months
- Participation in payroll deduction for the Florida Prepaid College Tuition Fund
- Reimbursement for Police Officer Equivalency of Training (EOT) fees is negotiable (up to \$1500.00)
- Paid 24 hours off yearly for successful passing of fitness assessment
- **Holiday and Leave Information**
  - 9 paid holidays a year (12 hours per holidays)
  - A paid winter break of up to 5 days (12 hours per day)
  - Vacation - 4 hours accrued for years 0-5, 5 hours accrued for years 5-10 and 6 hours accrued for years 10 +
  - Sick leave - 4 hours accrued per pay, 13 days per year (accrual max. unlimited)
  - Personal Day - 1 day, (partial day may not be taken). Personal day cannot be taken until the employee has fulfilled his/her respective probationary period. Please refer to the Employee Handbook for additional information regarding Leave.
- **Group Health Coverage** (Earliest effective date is first day of next month following date of hire)
  - State Self-Insured PPO: Blue Cross Blue Shield. HMO: Aetna (College pays for most of the premium) 1. Employee Premiums are the same for all plans, as follows: Individual \$25.00 bi-weekly (\$50.00 month) Family \$90.00 bi-weekly (\$180.00 month) Spouse Plan \$ 7.50 bi-weekly (\$15.00 month) each, if both work for a state agency.
  - High Investor Health Plans for State Self-Insured PPO: Blue Cross Blue Shield. HMO: Aetna (College pays for most of the premium) 1. Employee Premiums are the same for all plans, as follows: Individual \$7.50 bi-weekly (\$15.00 month) Family \$32.15 bi-weekly (\$64.30 month) Spouse Plan \$ 7.50 bi-weekly (\$15.00 month) each, if both work for a state agency 2. High Investor Health Plans have a state contribution, which goes into a Health Savings

Account, (HSA) as follows: Individual \$20.83 bi-weekly (\$41.66 month) Family \$41.66 bi-weekly (\$83.32 month) Voluntary contributions may be made by employee.

- **Group Term Life Insurance and Accidental Death & Dismemberment**

- College pays 100% of premium. Benefit is \$25,000 - coverage is automatic, effective the month after your hire date. New College of Florida offers a variety of Supplemental Insurances, which include, Optional Life, Spouse/Child Life Insurance, Dental, Vision, Group Long Term Disability, Flexible Spending Accounts, Cancer, Intensive Care, Accident/Disability and Hospital Income Replacement. Employee is responsible for associated premiums. Other Insurance programs available also.

- **Florida Retirement System (FRS) Programs**

- Florida Retirement System Pension Plan (FRSP) - Employee contributes a mandatory 3% of gross salary, along with the employer contribution of 8.47% (3.19% + 5.28% in fees) of gross salary per pay period. Eight year vesting requirement.
- Florida Retirement System Investment Plan (FRSI) - Employee contributes a mandatory 3% of gross salary, along with the employer contribution of 8.47% (3.19% + 5.28% in fees) of gross salary per pay period. One-year vesting requirement.

- **Tax Sheltered Annuity**

- A 403(b) plan, also known as a Tax-sheltered annuity plan, is a retirement plan for our benefit eligible employees. A 403(b) plan allow employees to contribute some of their salary on a pre-tax basis. Employees may select the following companies: TIAA, VALIC, or VOYA to contribute their voluntary salary up to the yearly IRS limit. (\*)

- **Florida Deferred Compensation**

- This is a state 457 plan, it allows you to “defer” a portion of your income for a later date; generally at retirement. This is a retirement plan for our benefit eligible employees. The 457 plan allow employees to contribute some of their income on a pre-tax basis. Employees may select the following companies: Empower, Nationwide, VALIC, VOYA, T. Rowe Price, etc; to contribute their voluntary salary up to the yearly IRS limit. (\*) \*Employees are allowed to contribute up to the maximum amount in a 403(b) plan at the same time they can contribute the maximum allowed in a 457 plan. This does not affect the FRS Plans.

- **Additional Information**

**www.mybenefits.myflorida.com** (click on My Health /bottom of the page) This Website will provide you access to the benefit choices, comparisons of plans, premiums, access to provider directories and much more.

**www.myfrs.com** (click on FRS programs / left hand side) This Website will provide you more information on both retirement options, comparison of plans such as FRS Pension Plan & FRS Investment Plan.

**For additional information go to:**

<https://www.ncf.edu/about/departments-and-offices/human-resources/>