

General Information about Working for JSO as a Civilian

JSO utilizes the City of Jacksonville Human Resources website www.coj.net to screen and process applications. JSO civilian employment opportunities can be viewed from the www.coj.net site by searching Employment under the **SERVICES** search tool.

Health Insurance

Comprehensive Medical Coverage at no expense to the employee.
Dependent coverage available at an additional charge.

Group Life and Accidental Death & Dismemberment Insurance

Life Insurance

The City of Jacksonville provides all eligible employees at **no expense** to the employee basic group life insurance coverage in the amount of **one (1) times their annual salary**, with a double indemnity clause for accidental death & dismemberment. In the event of an accidental death or dismemberment, your coverage will pay an additional benefit to your designated beneficiary.

Supplemental Life Insurance for Employees & their Dependents

An employee may **purchase** group term life up to **three (3) times** their annual salary.

Vision & Dental Plan Benefits

Available to all employees and their dependents at a reduced cost

Flexible Spending Account

It allows employees who are enrolled in the program to pay for qualified transportation/commuter costs to and from work, health care and dependent care on a pre-tax basis.

Uniforms and Equipment

Police Emergency Communication Officers (PECO), Fingerprint Technician (FT), Fingerprint Technician Trainees (FTT) and Police Services Technicians (PST) are furnished uniforms and the necessary equipment to perform their duties. Employees that are required to wear uniforms and have worked or been paid leave for at least ten (10) days in each month of a quarter, are eligible to receive a **quarterly uniform cleaning allowance** in the amount of seventy-five dollars **(\$75.00)**.

Education Pay Incentive

PECO, FT, FTT and PST's are eligible for certain pay incentives for college credit; either \$40.00 or \$80.00 monthly, restrictions apply.

College Tuition Reimbursement

Any city employee with one (1) year or more service and are seeking a degree can be reimbursed for undergraduate & graduate level courses at FCCJ or UNF. Restrictions apply.

Deferred Compensation Plan

Employer contributes ¼% of the employee's base salary to a deferred compensation plan under IRC 457 or 401(a) as applicable.

Overtime/Holiday Pay

The City of Jacksonville observes eleven (11) holidays. Members who are scheduled to work on a holiday will be compensated at time and one-half rate.

ECO's receive \$15.00 a day for each day an employee is required to be on standby status during their off-duty hours.

Shift Differential

Employees (ECO, PST, FTT, FT) who work any shift other than normal day shift receive following:

12:00 p.m. – 10:29 p.m. 3% base pay

10:30 p.m. – 03:29 a.m. 6% above

Parking

Parking is provided at no charge for employees who work on color squads or who do not work Monday-Friday with weekends off.

Method of Earning & Accruing Personal Leave

Employees shall accrue personal leave with pay for straight time hours worked in accordance with the following schedule:

0 months through 4 years	160 hours
5 years through 9 years	184 hours
10 years through 14 years	208 hours
15 years through 19 years	232 hours
20 years through 24 years	256 hours
25 years or more	280 hours

Service Raises – Based on years of Service

5 years	\$300.00 yearly
10 years	\$600.00 yearly
15 years	\$900.00 yearly
20 years	\$1200.00 yearly
25 years	\$1500.00 yearly
30 years	\$1800.00 yearly
35 years	\$2100.00 yearly