



PAID LEAVE		REGULAR FULL TIME 30+ Hours	REGULAR PART TIME 29 Hours or Less
HOLIDAYS			
<p align="center"><u>Eleven Paid Holidays:</u> New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday After Thanksgiving Day, Christmas Eve and Christmas Day</p>		Eligible Immediately	Eligible Immediately
VACATIONS			
<p align="center"><u>Full Time Accrual Rate:</u> 1st Day - 2nd Year: 2 weeks 3rd Year - 6th Year: 3 weeks 7th Year - 20th Year: 4 weeks 21st Year + : 5 weeks</p>	<p align="center"><u>Part Time Accrual Rate:</u> 1st Day - 2nd Year: .0385 hrs/per hour worked 3rd Year - 6th Year: .0577 hrs/per hour worked 7th Year - 20th Year: .0769 hrs/per hour worked 21st Year + : .0962 hrs/per hour worked</p>	As Accrued	As Accrued
PERSONAL LEAVE			
<p align="center"><u>Regular, Full Time:</u> Two days (16 hours) upon hire and every January 1st thereafter.</p>	<p align="center"><u>Regular, Part Time:</u> Personal Leave is provided on a pro-rated basis upon hire; allotment is based on bi-weekly scheduled hours and is given every January 1st thereafter</p>	Eligible Immediately	Eligible Immediately
SICK LEAVE			
<p align="center"><u>Regular, Full Time:</u> Employee is eligible to receive 12 paid sick days per year accrued at 3.69 hours per pay period.</p>	<p align="center"><u>Regular, Part Time:</u> Employee is eligible to receive paid sick time accrued at .0462 hours per hour worked.</p>	Eligible Immediately	Eligible Immediately
ATTENDANCE INCENTIVE			
<p align="center">First three unused sick leave days may be converted to vacation. Conversion: 0 days used = 3 vacation days; < 1 day used = 2 vacation days; <2 days used = 1 vacation day</p>		Eligible; Must be employed 12 months as of 12/31	Eligible; Must be employed 12 months as of 12/31
BEREAVEMENT LEAVE			
<p align="center">For death of immediate family; <u>In State:</u> Up to three days leave <u>Out of State:</u> Up to five days leave</p>		Eligible Immediately	Eligible Immediately
JURY DUTY			
Paid leave for jury duty		Eligible Immediately	Eligible Immediately



INSURANCE COVERAGE	REGULAR FULL TIME	REGULAR PART TIME
HEALTH	Effective 1st of the month following the date of employment.	Effective 1st of the month following the date of employment; Part Time Employees are responsible for entire premium.
Qualifiers must be met to be enrolled in either the Select or Premium plan; no qualifiers for the Basic plan. Rates for single and family coverage are tiered based on earnings. Newly hired employees start in the Premium plan.		
DENTAL	Effective 1st of the month following the date of employment.	Not Eligible
Choice between Basic or Select Options. Rates are tiered for employee, employee plus one, or family coverage.		
VISION	Effective 1st of the month following the date of employment.	Not Eligible
The Basic vision plan is free for employees with single and family coverage. The Select vision plan, which includes more extensive coverage, is also available as a buy up option.		
LIFE INSURANCE	Effective 1st of the month following the date of employment.	Not Eligible
FREE policy equal to approximately two times annual salary.		
SUPPLEMENTAL INSURANCE	60 day waiting period; after 60 day waiting period has concluded, insurance will be effective 1st of the following month.	60 day waiting period; after 60 day waiting period has concluded, insurance will be effective 1st of the following month.
Employee may purchase additional life, accidental death and dismemberment, spouse and child life.		
SHORT TERM DISABILITY INSURANCE COVERAGE	Effective 1st of the month following the date of employment.	Not Eligible
40% payment of benefits due to short term illness (six months or less). A more extensive coverage plan is available as a buy up option, which offers: 66.67% payment of benefits due to short term illness (six months or less).		
LONG TERM DISABILITY INSURANCE COVERAGE	Effective 1st of the month following the date of employment.	Not Eligible
40% payment of benefits due to long term illness. A more extensive coverage plan is available as a buy up option, which offers: 66.67% payment of benefits due to long term illness.		



INSURANCE COVERAGE	REGULAR FULL TIME	REGULAR PART TIME
SICK LEAVE BANK	Eligible to contribute after six (6) months of employment; eligible to use after additional six month enrollment.	Not Eligible
Eligible members may receive sick leave bank hours to supplement short term disability benefits for up to three (3) months during any twelve month rolling period.		
MEDICAL FLEXIBLE SPENDING ACCOUNT	Effective 1st of the month following the date of employment.	Not Eligible
Eligible employees may contribute up to \$3,050 on a pre-tax basis for reimbursement of uncovered medical costs (e.g., co-payment, deductible, ineligible expenses). \$610 rollover option elected by employer.		
DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT	Effective 1st of the month following the date of employment.	Not Eligible
Eligible employees may contribute up to \$5,000.00 on a pre-tax basis for reimbursement of dependent care expenses.		
SAVINGS, RETIREMENT, BANKING, EDUCATION, AND OTHER BENEFITS	REGULAR FULL TIME	REGULAR PART TIME
RETIREMENT	Vesting schedule varies. See website at www.myfrs.com	Vesting schedule varies. See website at www.myfrs.com
Eligible employees are enrolled in the Florida Retirement System (FRS). As an employer, the County contributes to this plan on behalf of the employee. In addition, the employee must contribute three percent (3%) of gross pay to FRS. There are two plans offered by FRS; Defined Pension Plan and the Investment Plan.		
DEFERRED COMPENSATION	Eligible Immediately	Eligible Immediately
Tax deferred savings plan available for retirement purposes. Employee contributes own pre-tax earnings toward plan, with up to \$750 employer matching.		
ROTH 457 PLAN	Eligible Immediately	Eligible Immediately
After tax deferral retirement account is available through 457 plan providers.		
U.S. SAVINGS BONDS	Eligible Immediately	Eligible Immediately
You may choose to establish an account through www.TreasuryDirect.gov and then designate an amount you would regularly like to direct deposit into that account from your paycheck.		
CREDIT UNION	Eligible Immediately	Eligible Immediately
Banking services including checking and savings loans available per credit union policy		



SAVINGS, RETIREMENT, BANKING, EDUCATION, AND OTHER BENEFITS	REGULAR FULL TIME	REGULAR PART TIME
WELLNESS PROGRAM		
Low cost Fitness Center, Personal Fitness Training at Wellness Fitness Center, Nutrition Counseling, Chronic Disease Nutrition Management, Healthy Lifestyle Education Classes.	Eligible Immediately	Eligible Immediately
Earn up to \$300 annually to a Health Reimbursement Account (HRA) Healthy Bucks afforded to Premium health plan members.	Upon Premium Health Plan enrollment	Upon Premium Health Plan enrollment
No cost Wellness physicals and screening exams performed for eligible employees.	Eligible Upon Health Plan enrollment	Eligible Upon Health Plan enrollment
Free Wellness health fair screenings.	Eligible Immediately	Eligible Immediately
COMMUTER SERVICE		
Carpooling, vanpooling, transit or commute alternatives through Commuter Services program. https://www.commuterservices.com	Eligible Immediately	Eligible Immediately
UNIFORMS		
Provided free to those required to wear them.	Eligible Immediately	Eligible Immediately
EMPLOYEE ASSISTANCE PROGRAM (EAP)		
FREE confidential counseling and referral service for employees and families.	Eligible Immediately	Eligible Immediately
EMPLOYEE DISCOUNTS		
Various discounts available for all county employees.	Eligible Immediately	Eligible Immediately
TUITION ASSISTANCE		
The amount of tuition assistance paid will consist of the per-credit hour for a State of Florida public college/institution or actual per-credit charge, whichever is less, up to a maximum of 6 credit hours per semester. Must be part of an approved degree program, related to current job, and student must receive passing grades.	Eligible; After six months of employment	Eligible; After six months of employment if regularly working at least 30 hours per week.
FLORIDA PRE-PAID COLLEGE		
For families with established Florida Pre-Paid College Plans, you may authorize automatic payroll deductions towards payment of tuition, dormitory, local fee and/or tuition differential expenses. Visit https://www.myfloridaprepaid.com/resources/forms/ for more information.	Eligible Immediately, with first paycheck	Eligible Immediately, with first paycheck
FEDERAL STUDENT AID (US DEPT OF EDUCATION)		
Employees may qualify for Loan Forgiveness after making 120 payments toward their student loans while working full-time in public service https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service	Eligible after 10 years of employment	Not Eligible