

| Benefits Options | Other Personel Service (OPS) | Career Service | Select Exempt Service (SES) |
|-------------------------|---|---------------------------|--|
|-------------------------|---|---------------------------|--|

Health Insurance

Three types of plans available

State Preferred Provider Option - Florida Blue

*OPS need to work an average of 30 + hours per week

✓ *

✓

✓

Health Maintenance Organization

✓ *

✓

✓

Health Investor Plan

✓ *

✓

✓

Life Insurance

Automatic \$25,000 basic coverage - no cost to employee

✗

✓

✓

\$25,000 basic coverage - Employee must enroll, small cost to employee

✓

✗

✗

Option to purchase additional optional coverage.

✗

✓

✓

Pre-tax Supplemental Insurances

You can participate in the following supplemental plans by paying the full premium on a pre- tax basis.

Limited enrollment period

Dental

✓

✓

✓

Vision

✓

✓

✓

Accident

✓

✓

✓

Cancer

✓

✓

✓

Disability

✓

✓

✓

Hospital Intensive Care

✓

✓

✓

Hospitalization

✓

✓

✓

Medical and dependent care flexible spending accounts

✓

✓

✓

Post-tax Supplemental Insurances.

You can participate in the following supplemental plans by paying the full premium on a post - tax basis. Can enroll at any time.

Life/Accident Insurance

✓

✓

✓

Disiability Insurances

✓

✓

✓

Cancer/Intensive Care

✓

✓

✓

Automobile Insurance

✓

✓

✓

AAA Auto Club

✓

✓

✓

Florida Prepaid College Plans

✓

✓

✓

Various Credit Unions

✓

✓

✓

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|--|---|---------------------------|--|
| Paid Leave Available | | | |
| Annual Leave - Accrue 4 hours per pay period | ✘ | ✔ | ✘ |
| Sick Leave - Accrue 4 hours per pay period | ✘ | ✔ | ✘ |
| Credited with 176 hours upon appointment and each anniversary | ✘ | ✘ | ✔ |
| Credited with 104 hours upon appointment and each anniversary | ✘ | ✘ | ✔ |
| 9 paid holidays | ✘ | ✔ | ✔ |
| 1 Personal Holiday | ✘ | ✔ | ✔ |
| Administrative Leave for various reasons | ✘ | ✔ | ✔ |
| Deferred Compensation | | | |
| Participant directed Investment Program | ✔ | ✔ | ✔ |
| Tuition Waiver Program To take State University or Community College classes - Don't pay for tuition, only student fees and supplies. | | | |
| Tuition Waiver | ✘ | ✔ | ✔ |
| Retirement | | | |
| Compulsory Retirement Plan - Two Retirement Plans | ✘ | ✔ | ✔ |
| FRS Pension Plan - Vested after 8 years. | ✘ | ✔ | ✔ |
| FRS Investment Plan - Vested after 1 year | ✘ | ✔ | ✔ |
| Social Security (FICA) Alternative Plan | ✔ | ✘ | ✘ |