Benefits Snapshot

Administrative Office of the Courts
6th Judicial Circuit

Valid From: 1/1/2025 to 12/31/2025	Health	Dental				Basic Life AD&D	Optional Life
	Cigna (CFOAP HAS) or (OAP) vision and prescription coverage included	You have a choice of three plans under Cigna				Securian	Securian
Pinellas Funded	**Employee Paid Bi-Weekly Premiums**	**Employee Paid Bi-Weekly Premiums**				***100% Employer Paid*** - based on your annual salary rounded up to the next $ 1,000, this coverage will change based on any changes in your annual salary and there is a reduction in coverage for members beginning at age of 65.	Employee paid premium rates vary based on coverage levels and age. (1x to 3x annual salary - $250,000 max) Available to Employee, Spouse and Child(ren).
Employee (EE) Only	$13.09	**Dental Plan**	EE only	EE + 1more	EE + 2more		
EE + Spouse	$151.16	PPO Basic	$7.07	$21.47	$29.07		
EE + Child(ren)	$120.60	PPO w Ortho	$8.21	$24.94	$33.76		
EE + Family	$247.67	HMO	$0.00	$0.00	$0.00		

Short-Term Disability	Long-Term Disability	Paid Time Off (PTO) Bi-Weekly Accruals in Hours							Paid Holidays
United Health Care	**United Health Care**	Years of Service	1 to 2	3 to 4	5 to 9	10 to 14	15 to 19	20+	Fourteen (14) Paid Holidays Per Year, including Any Holidays Designated by the Chief Judge.
Employee paid premium rates vary based on salary and age. Can choose elimination period for accident and sickness related disabilities based upon need.	***Employee paid*** premium rates vary based on coverage level, salary and age. 50%, 40% or 25% coverage levels available.	Regular Emp.	4.61	5.23	6.15	7.07	8.00	8.92	
		Exempt Emp.	5.53	6.15	7.07	8.00	8.92	9.84	
		Personal	One day granted each year*						

*Employee must successfully complete a six (6) month probationary period upon hire to qualify. After that, one (1) personal day is granted at the beginning of each payroll year.

Florida Retirement System (FRS)		457 Deferred Compensation	Tuition Reimbursement	Employee Assistance Program
Full-time employees are eligible for regular FRS membership. Contribution Rates are set by law. Employees may enroll in the Pension Plan or the Investment Plan. Employee Pre-Tax Contribution is mandated by the State of Florida.		Full-time employees may contribute up to $23,500 per year, with a 3-Year Catch-Up Provision up to $46,000 and a Catch-Up Provision at Age 50+ of $7,500. The minimum contribution is $10.00 per pay. Six (6) plans are offered: Corebridge Financial, Empower Retirement,	Full-time employees are eligible to have tuition reimbursement, but the courses must be related to the employee's job and/or courses required for a degree that is related to the job.	100% Employer Paid - Provides confidential counseling services that can help you and your dependents cope with a variety of issues. Includes free access to resources on topics of stress, depression, debt, retirement, legal support and more. Cigna 1 (866) 262-5342 www.mycigna.com
Employee Contribution	3.00%			
Employer Contribution	Varies - Based FRS Class			**Employee Incentive Program**
Visit Website for More Info	www.myfrs.com			**Staff Attorney** after two years will receive $ 2,500

Supplemental Insurance Available from AFLAC, ARAG, Allstate		
	Accident, Cancer, Hospitalization	Employee Paid Premiums Vary. Based on Vendor, Individual Plans, Coverage Levels and Employee's Age.
	Intensive Care Hospitalization	
	Legal Plan	
	Identity Protection	

Please note that this is a snapshot of our benefits package. Detailed benefits, rules and enrollment information can be viewed at www.pinellas.gov/benefits