


**Administrative Office of the Courts
6th Judicial Circuit**

 Valid From: 1/1/2026 to 12/31/2026	Health		Dental				Basic Life AD&D		Optional Life				
	UMR (United Health Care) vision (Eye Med) and prescription coverage (Express Scripts) included in Medical plan. There is also a Wellness plan.		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 (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	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).							
Short-Term Disability			Long-Term Disability		Paid Time Off (PTO)				Paid Holidays				
Reliance Matrix			Reliance Matrix		Bi-Weekly Accruals in Hours				Fourteen (14) Paid Holidays Per Year, including Any Holidays Designated by the Chief Judge.				
Employer paid benefit to Employees working at least 20 hours per week, eligible on the first day of the month after 30 days of service. Payment is 66 2/3% of base pay.			<i>Exempt employees eligible on the 1st of the month after 30 days of service. Classified employees may purchase coverage after 1 year of service. No cost after completing 5 years of Service.</i>		Years of Service	1 to 2	3 to 4	5 to 9			10 to 14	15 to 19	20+
					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	Two days granted each year*							
*Employee must successfully complete a six (6) month probationary period upon hire to qualify. After that, 2 personal days are 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 \$24,500 per year, with a 3-Year Catch-Up Provision up to \$46,000 and a Catch-Up Provision at Age 50+ of \$8,000. The minimum contribution is \$10.00 per pay. Six (6) plans are offered: Corebridge Financial, Empower Retirement, MissionSquare Retirement, and Nationwide.			Full-time employees are eligible to have tuition reimbursement (after one year of service), 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. Optum is the provider and Pinellas has an Onsite EAP Counselor					
Employee Contribution	3.00%							Employee Incentive Program					
Employer Contribution	Varies - Based FRS Class												
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, Hospital Plan, Critical Illness Plan Legal Plan Identity Protection			Employee Paid Premiums Vary. Based on Vendor, Individual Plans, Coverage Levels and Employee's Age.							
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 or contact Pinellas County Benefits at 727-464-3367													