



Employee Benefits: What Happens When I Leave?

The following summary is for employees who leave employment with Pinellas County for reasons other than retirement. For a summary of retirement benefits, see [Retiree Benefits: What Happens When I Retire?](#) See page 2 for final payout and W-2 information.

BENEFITS COVERAGE

Benefits Coverage End Date

Your benefits coverage through the County ends on the **last day of the pay period in which your separation occurs**. This includes health, prescription, vision, dental, life, healthcare flexible spending account, dependent care flexible spending account, short term disability and long term disability.

COBRA

You may be eligible to continue your health, prescription, vision, dental and/or healthcare flexible spending account participation. The coverage is the same as the active employee plans. COBRA can be continued for up to 18 months. Your COBRA enrollment materials will be mailed to your home address by Discovery Benefits. Please contact Discovery Benefits at (866) 451-3399 with questions about benefit continuation. To view COBRA rates, visit www.pinellascounty.org/hr/benefits/cobra.htm.

Deferred Compensation

When you leave Pinellas County employment, you are no longer eligible to make contributions to your deferred compensation account. Based on your current balance, you can take a distribution, roll your funds into another qualified plan, or leave the monies in your account. Please contact your deferred compensation provider(s) to discuss your options:

ICMA-RA (866) 620-6070

Mass Mutual (800) 528-9009

Nationwide (877) 677-3678

Valic (813) 269-3362

Flexible Spending Account (FSA)

Your participation in the FSA ends on the last day of the pay period in which your separation occurs. You have 90 days from the date your coverage ends to submit claims incurred while you were a plan participant. Any funds remaining in your account after the 90-day period ends will be forfeited. You may be eligible to continue coverage under COBRA. Please contact Discovery Benefits at (866) 451-3399 with questions about benefit continuation.

Florida Retirement System (FRS)

Depending on which plan you chose (Pension or Investment Plan) and whether you remain with an FRS employer, your benefit may or may not grow between the time you leave the FRS and begin taking benefit payments. Please contact the FRS at (866) 446-9377 to discuss your portability options.

Health Savings Account (HSA)

If you have an HSA, you may continue to use your funds to pay for eligible medical and dental expenses including deductible, co-insurance and copays as well as eyeglasses and other expenses. You are no longer eligible to make contributions to your account if you are not enrolled in a Consumer Driven Health Plan.

Life Insurance

Your group term life insurance paid by Pinellas County and any supplemental life insurance you purchased for yourself and your dependents ends on the last day of the pay period in which your

separation occurs. Information about continuation of supplemental or dependent life insurance coverage will be mailed to your home by Securian Financial Group. For questions, call Securian at (866) 365-2374. If you have WrapPlan Group Universal Life Coverage, contact Transamerica at (888) 763-7474.

Rewards Program

You have 90 days from your separation date to redeem any points in your account. Call the Rewards Program Helpline at (800) 875-8284 or visit www.pinellascounty.org/hr/rewards (internal link for employees) to place an order or to ask questions about your account.

Short Term and Long Term Disability

Any approved short term disability claim will continue until you have recovered or have reached your maximum benefit. UnitedHealthcare will continue to monitor your claim for additional benefits.

Tuition Reimbursement

You are eligible for reimbursement for an approved class that you have successfully completed if your reimbursement request has been both submitted and approved prior to your separation date. Please contact Human Resources with questions at learning@pinellascounty.org or call (727) 464-3796.

Wellness Incentive Program

The Wellness Incentive Program requires participants to be employed to receive a wellness reward payout of points or cash. No payouts are made after you leave Pinellas County.

FINAL PAYOUT / W-2

Final Paycheck

Your last paycheck is issued as a paper check or by direct deposit, depending on your employer (see below). Please note that paper checks are mailed to the address on file so be sure your address in OPUS is correct before you leave.

Paper check

- Board of County Commissioners
- Business Technology Services
- Clerk of the Circuit Court
- County Attorney's Office
- Forward Pinellas (MPO/PPC)
- Human Resources
- Office of Human Rights
- Supervisor of Elections

Direct deposit

- Property Appraiser
- Tax Collector

Leave Payout

Your annual leave balance (up to three times your annual accrual rate) and any comp time you have accrued will be paid out on your final paycheck. If you would like any portion of the leave contributed to your deferred compensation 457 plan, you must complete a contribution change form. Unused floating holidays and personal days are not paid out at separation.

W-2 Forms and 1095 Forms

You will receive a W-2 and a 1095 form issued by each Appointing Authority you worked for during the year. These forms are mailed to your address of record in OPUS. If you have a change of address, please notify Human Resources by email at humanresources@pinellascounty.org or by phone at (727) 464-3367.

This is a summary of how your benefit plans are impacted when you leave Pinellas County employment. For full plan details, please see the summary plan description, plan document, Personnel Rule or policy related to each benefit.