



## Benefits for Permanent and Temporary Employees

The following benefits apply to *Pinellas County employees only* and not to temporary contractors hired through a staffing agency.

Benefit	Permanent Full-time 30 or more hours per week	Permanent Part-time 20 to 29 hours per week	Temporary Long-term Full-time 6 months or more 30 or more hours per week	Temporary Long-term Part-time 6 months or more 20 to 29 hours per week	Temporary Short-term less than 6 months
Health Insurance <sup>1</sup>	✓	✓ Pay full rate	✓	✓ Pay full rate	
Prescription Coverage <sup>1</sup>	✓	✓	✓	✓	
Vision Insurance <sup>1</sup>	✓	✓	✓	✓	
EAP/Behavioral Health <sup>1</sup>	✓	✓	✓	✓	
Dental Insurance <sup>1</sup>	✓	✓ Pay full rate			
Opt-out <sup>1</sup>	✓				
Pre-tax Payroll Deductions	✓	✓	✓	✓	
Life Insurance <sup>1</sup>	✓	✓			
Flexible Spending Accounts <sup>1</sup>	✓	✓			
Short-term Disability <sup>1</sup>	✓	✓			
Long-term Disability <sup>2</sup>	✓	✓			
Wellness Incentives	✓	✓			
Wellness Center	✓	✓			
Annual Leave	✓	✓ Pro-rated	✓ After 30 days	✓ After 30 days	✓ After 30 days
Personal Days	✓	✓ Pro-rated			
Paid Holidays	✓	✓ Pro-rated	✓ After 30 days	✓ After 30 days	✓ After 30 days
Floating Holidays	✓	✓ Pro-rated			
Military Leave	✓	✓			
Funeral Leave	✓	✓			
Jury Duty	✓	✓	✓	✓	✓
Family & Medical Leave Act (FMLA) Leave <sup>3</sup>	✓	✓	✓	✓	✓
Florida Retirement System <sup>4</sup>	✓	✓	✓	✓	****
Deferred Compensation	✓	✓			
Tuition Reimbursement <sup>5</sup>	✓	✓			
Learning Opportunities	✓	✓	✓ County directed	✓ County directed	✓ County directed
Employee Discounts	✓	✓			
Rewards Program/ Service Awards	✓	✓			
Suggestion Awards <i>Classified only</i>	✓	✓	✓	✓	✓
Credit Union	✓	✓	✓	✓	✓

1 Benefits begin on the first of the month after 30 days of service for eligible individuals.

2 Long-term disability coverage begins for exempt employees on the first of the month after 30 days of service. Classified employees may purchase this coverage after one year of service, and it is provided to them at no cost after completing five years of service.

3 FMLA eligibility begins at one year of service with at least 1,250 hours worked in the past 12 months.

4 Florida Retirement System (FRS) eligibility is from the first day of service for positions intended to exist for 6 months or more. The length of the incumbent's appointment is not relevant; it is the duration of the existence of the position that is determinative.

5 Exempt employees are eligible from the first day of service. Classified employees are eligible after one year of service.