



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

Benefits for Permanent and Temporary Employees *continued*

There is an important difference in the cost of benefits for employees who are full-time versus part-time. As detailed below, those who are full-time pay a rate that is subsidized by Pinellas County Government. Employees who are part-time pay the full rate for coverage.

2021 Health Plan Bi-Weekly Premiums (same for both UnitedHealthcare plans) *

Coverage	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
Employee only	\$ 11.43	\$ 422.60	\$ 11.43	\$ 422.60	Not available
Employee + Child(ren)	\$105.23	\$ 799.23	\$105.23	\$ 799.23	Not available
Employee and Spouse/DP	\$131.90	\$ 883.36	\$131.90	\$ 883.36	Not available
Family	\$216.12	\$1,261.94	\$216.12	\$1,261.94	Not available

* The same premiums apply to the Consumer Driven Health Plan and Point of Service plan. The premium includes medical care, prescription coverage, managed behavioral health, and vision care.

2021 Dental Plan Bi-Weekly Premiums (Cigna PPO Plan)

Coverage	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
Employee only	\$ 5.54	\$19.45	Not available	Not available	Not available
Employee + 1	\$16.82	\$37.64	Not available	Not available	Not available
Employee + 2 or more	\$22.77	\$59.49	Not available	Not available	Not available

2021 Dental Plan Bi-Weekly Premiums (Cigna HMO Plan)

Coverage	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
Employee only	\$ 0	\$3.31	Not available	Not available	Not available
Employee + 1	\$ 0	\$4.74	Not available	Not available	Not available
Employee + 2 or more	\$ 0	\$6.64	Not available	Not available	Not available