

State of Florida – Comparison of Benefits

	Career Service (CS)	Select Exempt Service (SES)	Senior Management Service (SMS)
Annual Leave	Ranges from 8.667 to 13 hours accrued per month (4.0, 5.0 or 6.0 biweekly) depending on length of service. Subject to conditions, payment of 24 hours each December. Upon termination from the State Payroll System (SPS), with a minimum of one year of service, eligible for payment of up to 240 hours (lifetime payment cap).	Receives 176 hours upon SES appointment date and each anniversary date. Upon termination from the SPS, may be paid up to 480 hours. (Most recent accrual is prorated at time of separation).	Same as SES
Sick Leave	8.667 hours accrued per month (4.0 biweekly, 104 hours annually regardless of length of service). Upon termination from the SPS, with minimum 10 years of service, paid ¼ of sick leave balance (up to maximum of 480 hours)	Receives 104 hours upon appointment and on each anniversary date. Upon termination from SPS, with minimum 10 years of service, paid ¼ of sick leave balance (not to exceed 480 hours).	Same as SES
Retirement (Choice of Plans)	<p>FRS PENSION PLAN: (Defined Benefit) 6-year vesting. <u>Regular class:</u> Normal retirement age 62 or 30 years at any age. Benefit factor¹ 1.60% to 1.68%, based on age/length of service. <u>Special Risk class:</u> Normal retirement at age 55 or 25 years at any age. Benefit factor 3%.</p> <p>FRS INVESTMENT PLAN: (Defined Contribution) 1-year vesting <u>Regular class:</u> State contributes 9% of salary. <u>Special Risk class:</u> State contributes 20% of salary.</p>	Same as CS	<p>FRS PENSION PLAN: (Defined Benefit) 6-year vesting. Normal retirement age 62 or 30 years at any age. Benefit factor 2%.</p> <p>FRS INVESTMENT PLAN: (Defined Contribution) 1-year vesting. State contributes 10.95% of salary.</p> <p>SMS OPTIONAL ANNUITY PROGRAM: (Defined Contribution) Immediate vesting. State contributes 12.49% of salary.</p>
Insurance	<p>GROUP HEALTH: Standard PPO or HMO: Employee pays monthly premium of \$50.00 for individual coverage or \$180 for family coverage. State pays \$399.26 (individual) \$835.98 (family).</p> <p>LIFE INSURANCE: Coverage is 1.5 times salary. Employee pays approximately 20% and State pays approximately 80% of premium.</p>	<p>GROUP HEALTH: Standard PPO or HMO: State pays 100% of premium (individual and family)</p> <p>LIFE INSURANCE: Coverage is 2.0 times salary. State pays 100% of premium.</p> <p>GROUP DISABILITY: 65% of income for maximum of 364 days of continuous disability. Must exhaust all leave first. May be reduced by other benefits. State pays 100% of premium.</p>	Same as SES.
Holidays	9 paid holidays each calendar year and 1 paid personal holiday each fiscal year.	Same as CS.	Same as CS.

¹ The Benefit Factor* is the percentage value that employees receive for each year of creditable service. The annual benefit amount at normal retirement is calculated based multiplying *Years of Service* * *Benefit Factor* * *Average of the Highest 5 Fiscal Years of Compensation*. *Adjusted for early retirement.

Benefits listed above are for full time employees (40 hours per week) and are prorated for part-time employees.