



KEVIN C. KARNES
 CLERK OF THE CIRCUIT COURT
 & COMPTROLLER
 LEE COUNTY, FLORIDA

Employee Full-time Benefits Summary - Effective 10/01/2025

*Also available to part-time employees

Florida Retirement System *	The Florida Retirement System (FRS) offers you two retirement plans, the Investment Plan and the Pension Plan. As an FRS member, you get to choose the one that's right for you.						
Medical Insurance	<p>Two comprehensive medical plans are available to full-time employees, their spouses, and their dependents. They include but are not limited to routine, preventive, mental health, hospitalization, prescription drug benefits, and have a zero dollar deductible in-network.</p> <p>Employee Only - \$40.00 per month Employee & Spouse - \$170.00 per month Employee & Dependents - \$140.00 per month Employee Family - \$185.00 per month 26 – 30 Year Old Dependent - \$1580.00 per month (in addition to the employee's monthly premium)</p>						
Dental Insurance	<p>Our dental plan offers four types of services: preventive care covered at 100%, basic care covered at 80%, major care covered at 50% and orthodontic for dependents under age 20.</p> <p>Employee Only - \$42.00 per month Employee & Family - \$77.00 per month</p>						
Vision Insurance	<p>We offer two vision insurance plans designed to suit your individual needs.</p> <table border="0" data-bbox="381 1066 1498 1176"> <tr> <td data-bbox="381 1066 941 1102">Low Option Plan</td> <td data-bbox="966 1066 1161 1102">High Option Plan</td> </tr> <tr> <td data-bbox="381 1102 941 1138">Employee Only - \$8.45 per month</td> <td data-bbox="966 1102 1498 1138">Employee Only - \$14.70 per month</td> </tr> <tr> <td data-bbox="381 1138 941 1173">Employee & Family - \$16.45 per month</td> <td data-bbox="966 1138 1498 1173">Employee & Family - \$28.07 per month</td> </tr> </table>	Low Option Plan	High Option Plan	Employee Only - \$8.45 per month	Employee Only - \$14.70 per month	Employee & Family - \$16.45 per month	Employee & Family - \$28.07 per month
Low Option Plan	High Option Plan						
Employee Only - \$8.45 per month	Employee Only - \$14.70 per month						
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Employee Assistance Program*	All employees are provided with free legal consultation, mental health therapy, and many other support services, most available 24/7.						
Life/AD & D Insurance	Basic life insurance is provided in an amount equal to the annual salary rounded to the next one thousand dollars. It includes provisions for accidental death and dismemberment. This benefit is provided at no cost to employees.						
Optional Life Insurance	Optional Life Insurance may be purchased for you and your dependents (spouse and/or children).						
Long -Term Disability Insurance	Long - Term Disability is provided at no cost to you and pays a monthly income amount for a total or partial disability after a twelve week absence from a non-work related illness or injury.						
Optional Short-Term Disability Insurance	Optional Short-Term Disability may be purchased and pays a weekly income amount for a total or partial disability up to twelve weeks (after a 7 day wait period) for a non-work-related injury, illness, or pregnancy.						



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Deferred Compensation*	Deferred compensation is a 457 supplemental retirement savings program that offers you the opportunity to invest money toward the retirement you envision. These are available as pre-tax or Roth investment accounts.								
Flexible Spending Accounts	FSAs are accounts you set up to pre-fund your anticipated medical expenses and dependent care expenses on a tax-free basis.								
Suncoast Credit Union*	Credit union membership offers serious savings and better deals across the board – on everything from auto loans to credit cards and mortgages.								
Aflac	Optional coverages such as accident, cancer, and hospitalization that pay you a specified amount when you experience a specified injury, illness, or hospitalization.								
Pet Insurance*	Nationwide Pet Insurance, two plans to choose from for dogs or cats. In addition, Nationwide covers birds and exotic animals as well.								
Vacation Time	<p>Annual vacation time is earned and prorated in biweekly increments under the following schedule:</p> <table border="0"> <tr> <td>Less than one (1) year of service</td> <td>Fifteen (15) days (120 hours)</td> </tr> <tr> <td>After one (1) year of service</td> <td>Fifteen and a Half (15.5) days (124 hours)</td> </tr> <tr> <td>After two (2) years of service</td> <td>Sixteen (16) days (128 hours)</td> </tr> <tr> <td>After three (3) years of service</td> <td>Sixteen and a Half (16.5) days (132 hours)</td> </tr> </table> <p>Vacation time accrual increases based on years of service. The maximum amount of hours one may accrue is 240 hours at 25+ years of service and may bank up to 500 hours for later use or payout</p>	Less than one (1) year of service	Fifteen (15) days (120 hours)	After one (1) year of service	Fifteen and a Half (15.5) days (124 hours)	After two (2) years of service	Sixteen (16) days (128 hours)	After three (3) years of service	Sixteen and a Half (16.5) days (132 hours)
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Wellness Leave	All regular full-time employees are provided wellness leave, earned biweekly in four (4) hour increments totaling thirteen (13) days (104 hours) per year. Once 160 hours of wellness leave is banked, any hours exceeding 160 hours, up to 96 hours, will be paid out annually each year. Hours in excess of 96 will be added to the wellness bank, which has a limit of 480 hours.								
Volunteer Leave*	All full-time and part-time employees scheduled to work at least 25 hours per week are eligible for two hours of volunteer leave annually.								
Birthday Leave*	All full-time employees scheduled to work at least 25 hours per week are eligible for birthday leave.								
Holidays*	All full-time employees and part-time employees scheduled to work at least 25 hours per week are eligible for paid holidays throughout the year.								
Tuition Reimbursement	Full-time employees may be reimbursed for educational courses.								
Parking*	Parking is free to all Clerk of Court employees.								