



**STATE ATTORNEY**  
**SUSAN SHORTER LOPEZ**  
THIRTEENTH JUDICIAL CIRCUIT  
TAMPA, FLORIDA 33602

## Benefits Summary

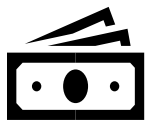
*All full-time permanent employees receive our substantial benefits package, including low-cost health insurance; paid annual leave, sick leave, and holidays; and membership in the Florida Retirement System.*



### Health Insurance

As an employee of the State of Florida, we can offer you excellent health insurance at a substantially lower cost to you than many other employers. Traditional Health Plans from major networks with thousands of providers such as AvMed's HMO and Florida Blue's PPO are available at a cost of \$50 per month for individual coverage and \$180 per month for family coverage for support and clerical staff. The monthly cost for Assistant State Attorneys is \$8.34 for individual coverage and \$30 per month for family coverage. High-Deductible Health Plans are also available.

*For comparison, the average employee in the U.S. paid \$104 per month for individual coverage and \$466 per month for family coverage in 2020.*



### Florida Retirement System

Florida's statewide retirement system is recognized as a national leader in helping employees prepare for a secure and successful retirement. The State contributes an amount of money equal to 11.91% of your monthly pay toward your retirement for support staff and 31.57% for Assistant State Attorneys, while employees contribute just 3% of their monthly pay.

New employees can choose from two options: a defined benefit plan which vests after eight years of employment (similar to a traditional pension), or an investment plan which vests after one year (similar to a 401(k)). Retirement income is based on years of service and compensation. Qualifying longtime employees are also eligible for the popular Deferred Retirement Option Program, or DROP.



## Annual Leave

As an employee, you earn accrued paid time off for vacation and personal use. Each month, you will earn 8 hours and 40 minutes of leave time. This rate increases to 10 hours after three years with us, 13 hours and 20 minutes at four years, and 16 hours and 40 minutes at 10 years. If you have worked for other State of Florida agencies, you'll earn credit toward how much you accrue.



## Sick Leave

Employees also earn accrued paid time off for your own illness, an immediate family member's illness, or doctor's appointments. You will accrue 8 hours and 40 minutes each month.



## Holidays

Our office observes the following holidays with a paid day off.

New Year's Day • Martin Luther King Day • Memorial Day • Independence Day  
Labor Day • Veterans Day • Thanksgiving • the Friday after Thanksgiving • Christmas  
If approved by Hillsborough County's Chief Judge, Good Friday, Rosh Hashanah, and Yom Kippur will be observed as well.



## Personal Holiday

If you are employed with us on July 1 of any year, you are entitled to a paid Personal Holiday to use during that fiscal year, which runs from July 1 to June 30.



## Public Service Loan Forgiveness (PSLF)

As part of our team, you may qualify for the Public Service Loan Forgiveness Program. The PSLF Program forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. For information, visit [studentaid.gov](http://studentaid.gov)



## State Tuition Waiver

We offer educational assistance to full-time, salaried employees by allowing each state university and state college to waive tuition and fees for employees for up to six credit hours per semester on a space-available basis. The tuition waiver program may be used for up to 18 hours per calendar year (January 1 - December 31). For details, visit [mybenefits.myflorida.com](http://mybenefits.myflorida.com)



## Deferred Compensation Plans

We want to help you save for the future. You will have access to special savings plans with significant tax benefits that are available only to government employees. These tax sheltering plans can add to your retirement income.



## **Life Insurance**

Basic Term Life and AD&D in the amount of \$25,000 is available to you at no cost.



## **Other Supplemental Insurance & Employee Benefits Available**

Vision Benefits • Dental Insurance • Medical & Dependent Care Flexible Spending  
Short-Term and Long-Term Disability • Cancer & Hospital Insurance  
Prepaid College Program • Casual Fridays  
State Employee Discounts • Credit Union Membership

***Note: Payday is once a month, on the last working day of every month. Direct deposit is required. Florida Retirement System and benefit costs are subject to change annually.***