



FDC BENEFITS AT A GLANCE

AT FDC, WE OFFER AN ARRAY OF BENEFITS FOR CAREER SERVICE (CS) EMPLOYEES DESIGNED TO SUPPLEMENT THE LIVES OF OUR STAFF

CORRECTIONAL OFFICERS

PAY

OUR CORRECTIONAL OFFICER SERIES ANNUAL STARTING SALARY IS

\$22/HOUR

AND PAYS MORE THAN

65% OF PRIVATE AND COUNTY CORRECTIONS FACILITIES.

ADDITIONAL PAY INCENTIVES

CORRECTIONAL OFFICERS MAY ALSO RECEIVE:

- ✓ Special Risk Retirement multiplier;
- ✓ Criminal Justice Incentive Pay (CJIP);
- ✓ Annual Uniform and Shoe allowance; and
- ✓ Competitive Area Differential (CAD) for Palm Beach, Broward, Dade, Monroe, Indian River, Martin, Okeechobee, or St. Lucie counties.

ADVANCEMENT OPPORTUNITIES

RANK	MINIMUM ANNUALLY	MINIMUM BI-WEEKLY
Correctional Officer Sergeant	\$50,336.00	\$1,936.00
Correctional Officer Lieutenant	\$57,887.18	\$2,226.43
Correctional Officer Captain	\$63,675.04	\$2,449.04
Correctional Officer Major	\$76,409.06	\$2,938.81
Correctional Officer Colonel	\$84,050.20	\$3,232.70
Assistant Warden	\$92,456.00	\$3,556.00
Warden	\$110,946.16	\$4,267.16

OVERTIME

Overtime eligible employees receive 1.5 times their hourly rate of pay for the hours worked in excess of their contracted hours.

HOLIDAYS

There are nine paid state holidays to include:

- New Years Day
- MLK Day
- Memorial Day
- 4th of July
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day

LEAVE

ANNUAL LEAVE IS EARNED AS FOLLOWS:

- 4 hours each bi-weekly for 0-4 years of employment with the State of Florida.
- 5 hours each bi-weekly for 5-9 years of employment with the State of Florida.
- 6 hours each bi-weekly for 10 or more years of employment with the State of Florida.

SICK LEAVE (INCLUDING FAMILY SICK) IS EARNED AS FOLLOWS:

- 4 hours each bi-weekly with the State of Florida.

PERSONAL HOLIDAY

- Full-time employees are entitled to one personal holiday each year.

LEAVE PAYOUT UPON SEPARATION:

- Eligible to be paid a lifetime maximum of 240 hours of annual leave after one year of continuous service.
- Eligible to be paid a quarter (1/4) of their sick leave balance, up to 480 hours after 10 years of service.

CORRECTIONS FOUNDATION



Established in 1996, the Corrections Foundation serves as a fiduciary for grants and donations for FDC. The foundation also assists FDC officers, staff, and contractors during time of major medical illnesses and accidents, natural disasters, other unforeseen emergencies, and duty-related deaths. Scan the QR code for more information!

COLLEGE TUITION WAIVERS

FDC will allow state universities to waive tuition and fees for full-time, salaried employees for up to 6 credit hours per semester. Up to \$5,250 in educational assistance is allowed each year with no tax liability to employees. For more information, please contact the Office of Human Resources.

INSURANCE

HEALTH



There are multiple health insurance plans available for FDC employees. For more information, please visit the Florida Department of Management Services website to learn more.

STANDARD PPO/HMO OPTIONS

- **Employee Only:** \$25 Bi-Weekly/\$50 per mo.
- **Employee & Family:** \$90 Bi-Weekly/\$180 per mo.
- **Spouse Program:** \$15 Bi-Weekly/\$30 per mo.

DENTAL

- FDC offers five separate dental plans with multiple options and rates for each plan type with monthly premiums as low as \$12.64.

VISION

- FDC offers one single vision plan through Humana with monthly premiums as low as \$5.92.

LIFE

- FDC offers a \$25,000 group term life insurance to eligible staff through Securian at no cost to employee. Additional coverage is available for employees and their family members through various vendors at full premium cost to employees. These plans include Optional Life, Spouse Life, and Child Life.

SUPPLEMENTAL PLANS SUCH AS DISABILITY, ACCIDENT, CANCER, AND HOSPITALIZATION ARE ALSO AVAILABLE AT FULL PREMIUM COST TO EMPLOYEES.

RETIREMENT

PENSION PLAN (TRADITIONAL RETIREMENT PLAN)

- Once you complete 8 years of service, you are vested.
- Retirees under this plan will receive lifetime monthly payments with options that provide payment to a qualified beneficiary after death.

INVESTMENT PLAN (401(K)-TYPE RETIREMENT PLAN)

- Once you complete 1 year of service, you own all contributions and earnings in your account.
- Retirees under this plan may receive payment in a lump sum, rollover, annuity, customized payment schedule or any combination thereof.

DEFERRED RETIREMENT OPTION PROGRAM (DROP)

- DROP allows an employee who is eligible for full retirement to participate in the program for up to 96 months, allowing pension payments to be deposited in a tax-deferred account while continuing to work and earn wages. The annual accrual rate on the account balance is 4%.

DEFERRED COMPENSATION

Deferred Compensation is an excellent way to increase retirement security with the added benefits of pre-tax investing, as this bridges the gap for income replacement when an employee retires. For more information on deferred compensation and plan providers, please visit myfloridacfo.com/DeferredComp

DEFERRED COMPENSATION PROVIDERS

- Corebridge Financial
- Voya Financial
- Nationwide Retirement Solutions
- Charles Schwab

