

FLORIDA LOTTERY EMPLOYMENT BENEFITS SUMMARY



FLORIDA LOTTERY PAY PLANS

- **PAY PLAN 31 - Lottery Exempt Service Class**
- **PAY PLAN 33 - Lottery Executive Management Class**

INSURANCE OVERVIEW

The Florida Lottery pays the majority cost of the health insurance premium (approximately 97.5%) and full cost of basic life and dental premiums for all full-time employees. The employer pays the following premiums for this coverage:

Individual Health	\$967.01 per month (Employee premium - \$8.34/month)
Family Health	\$2,165.48 per month (Employee premium - \$30/month)
Individual Dental	\$42.28 per month (Paid by the Lottery)
Family Dental	\$105.32 per month (Paid by the Lottery)
Basic Term/AD&D Life	\$3.58 month for \$25,000 in coverage (Paid by the Lottery)

DENTAL

The Florida Lottery offers a fully paid dental plan for all full-time employees and their eligible dependents.

ADDITIONAL COVERAGE

Other coverage plans are available to employees in the areas of vision, hospitalization, accident, disability and cancer. Employees cover the cost of the premiums.

LIFE INSURANCE

The State of Florida offers term life insurance to eligible full-time and part-time employees. This coverage is for employees only.

- **Basic Term Life Insurance Coverage and Premiums**
A free basic Life benefit of \$25,000 is available to all full-time employees (part-time employees pay prorated premiums). Enrollment for full-time new hires is automatic.
- **Optional Coverage**
State employees who enroll in basic term life insurance can also buy additional term life insurance - from 1 to 7 times base annual earnings, up to a maximum optional coverage benefit of \$1,000,000. Medical underwriting may be required. Employees pay the entire cost of optional coverage.

RETIREMENT

The Florida Lottery is a Florida Retirement System covered employer and as such provides retirement contributions for all regular employees based on their retirement class, if applicable.

Lottery Exempt Service Class (Employee Contribution Rate – 3% and Employer Contribution Rate is based on applicable FRS Membership Plan and is 14.03% for Regular Class and 33.24% for Senior Management class).

- As a new hire, employees have the opportunity to choose between the Pension Plan or Investment Plan.
- Employees are given a one-time option to change their retirement plan.

For more information about the Florida Retirement System, please visit the FRS website at:

dms.myflorida.com/workforce_operations/retirement

DEFERRED COMPENSATION

The Deferred Compensation Plan (also called a "457 Plan") allows for tax-deferred savings to supplement Florida Retirement System and Social Security benefits. Participants have the opportunity to determine an investment strategy based on their pre-taxed contributions. The State does not match the participant's contribution. The Plan offers:

- **Pre-tax savings advantages.** No current federal income taxation on contributions to the Plan and earnings on savings accumulate tax-deferred until distribution.
- **Convenient payroll deductions.** Contributions from paychecks throughout the year.
- **Flexibility.** Personally, decide how much to save (up to the annual IRS contribution limits) and how to invest with the four Investment Providers and their broad array of investments. Change contributions or investment selection at any time.
- **Portability.** Once you leave employment, stay in the Plan and take a distribution at any time without an IRS penalty. When leaving State employment, take your 457 Plan account with you - in cash, or as a rollover to an Individual Retirement Account (IRA) or another employer's qualified retirement plan that accepts rollover contributions. **The opportunity to roll other pretax savings into the plan.** Roll-overs from qualified DROP, 401(k), 403(b) or traditional IRA accounts are permitted.
- **Maximum Contributions.** Regular limit (\$24,500), Ages 50+ catch up (\$32,500 per calendar year), Ages 60 to 63 Catch-Up (\$35,750 per calendar year), and standard Catch-Up (\$49,000 per calendar year).
- **Learn more about the Advantages** by visiting the Deferred Compensation Plan Website, at myfloridacfo.com/DeferredComp

FLEXIBLE SPENDING ACCOUNTS – FSA (Medical & Dependent Care Reimbursement)

The State of Florida offers voluntary Reimbursement Accounts (also called Flexible Spending Accounts or FSAs) that can provide you with a tax break on your predictable out-of-pocket costs.

- Set aside pre-tax dollars from your paycheck.
- Submit eligible expenses for reimbursement throughout the year.
- Get reimbursed from your FSA for the eligible expenses you submit through a prepaid benefits card.
- Employee Healthcare FSA contribution limits: \$60.00 minimum per year; \$3,400 maximum per year.
- Employee Dependent Care contribution limits: \$60.00 minimum per year; \$7,500 maximum per year.

To view additional information about this program, please visit the following website:
https://www.mybenefits.myflorida.com/myhealth/savings_and_spending_accounts

LEAVE ACCRUAL

Full-time and part-time employees of the Florida Lottery are eligible to accrue and use leave. (Leave accrual and holidays are prorated for part-time employees.)

Lottery Exempt Service - Pay Plan 31, Employees earn leave as follows:

Upon appointment, Pay Plan 31 employees receive the following allotments:

Annual Leave:

0 to 5 years of service:	10.33 hours per month
5 to 10 years of service:	12.5 hours per month
10 to 15 years of service:	14.67 hours per month
15+ years of service:	16 hours per month

Sick Leave:

10 hours per month

Lottery Executive Service - Pay Plan 33, Employees earn leave as follows:

Upon appointment, Pay Plan 33 employees receive the following allotments:

Annual Leave	240 hours (each year on their anniversary date)
Sick Leave	120 hours (each year on their anniversary date)

PERSONAL HOLIDAY

All employees are eligible for one Personal Holiday. This is an extra day given by the Florida Legislature to state employees, on July 1st of each fiscal year. The Personal Holiday must be used by June 30th of each year or it will be forfeited.