



**St. Johns County Administrative Code  
Section: Human Resources**

<b>Title:</b>	<b>405 Benefits</b>	<b>Issued: April 1992</b>
<b>Reference: Florida Statute, Section 215.425 County Ordinance No. 1993-2</b>		<b>Revised: June 2012 January 2023</b>

**405.1 Workers’ Compensation**

St. Johns County provides Workers’ Compensation insurance benefits to all employees and volunteers who are injured in the course and scope of work for the Board of County Commissioners. Employees and volunteers shall immediately report any injury arising out of the course of work so that the Workers’ Compensation provisions of Florida law can be triggered.

**405.2 Group Health Benefits**

The Board of County Commissioners administers group health benefits for employees, which include medical, prescription, dental and vision. All regular full-time employees who work thirty (30) hours or more per week are eligible for coverage under the County’s group health benefits. Coverage begins the first day of the month following sixty (60) days of employment and terminates the last day of the month in which employment is terminated. Employees electing coverage for themselves or legally eligible dependents are responsible for paying their share of premium costs on a pre-tax basis through payroll deduction.

**405.2.1 Continuation of Benefits under Consolidated Omnibus Budget Reconciliation Act (COBRA)**

Under COBRA, employees who separate from the County, in an approved leave of absence status of greater than six months or have their work hours reduced resulting in the employee or their covered dependents being ineligible to participate in group health benefits, may be entitled to continue coverage for a limited period of time. Employees must meet the applicable requirements, make a timely election, and pay the proper amount required to maintain coverage.

**405.2.2 Continuation of Retiree Benefits under Florida Retirement System (FRS)**

Employees who have St. Johns County health insurance coverage at the time they retire, apply for retirement benefits from FRS, and provide proof of receiving FRS retirement benefits, are eligible to continue group health benefits. Retirees who decline to continue benefits at retirement may not be eligible to elect coverage at a later date. Medicare eligible retirees and spouses must enroll in Medicare Parts A and B to continue coverage. Covered spouses may be eligible to remain on the plan following death of the retiree.

**405.3 Life and Long-Term Disability Insurance**

All regular status full-time employees who work thirty (30) hours or more per week are covered by the County’s group life and long-term disability insurance benefits program. Coverage begins at the first day of the month following sixty (60) days of employment and terminates the last day of the month in which employment is terminated.

**405.4 Employee Assistance Program**

The Employee Assistance Program (EAP) benefit is a confidential behavioral health program available to all self-referred County employees and eligible members of their immediate family with complete anonymity. Mandatory referral to the EAP may only be authorized by the Human Resources Director or designee. Employees who are mandatorily referred to the EAP will not have their position jeopardized because of the referral.



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### **405.5 Retirement Plan**

St. Johns County employees participate in and contribute to the Florida Retirement System (FRS) to assist employees in post-employment years. Employees qualify for retirement benefits as defined by Florida Statute and described in the retirement guide issued by the FRS.

### **405.6 Deferred Compensation**

St. Johns County offers deferred compensation (an additional retirement savings plan under Internal Revenue Code Section 457b) with a Roth option to assist employees in post-employment years. Employees may elect to contribute a portion of their salary on a pre-tax or post-tax basis up to a maximum set by the Internal Revenue Service.