Policy:

It is the policy of the County to provide employees assigned to regularly established positions, (i.e., regular full-time and part-time employees) membership in the Florida Retirement System (FRS), in accordance with Florida Retirement System rules.

311:1 GENERAL PROVISIONS

1. The Florida Retirement System is a compulsory, State administered retirement plan. The provisions of Chapter 121, Florida Statutes will be adhered to in administration of the retirement program.

2. Employees who choose to take normal retirement are requested to give Human Resources as much advance notice of their intent as possible.

3. Employees who qualify for retirement under this policy become eligible to receive retirement, health and various other benefits in accordance with the provisions of the State of Florida and County's employee plans. Retiring employees are eligible to receive pay for accrued but unused vacation and sick leave in accordance with County policies (see Sick Leave Policy 401 and Vacation Leave Policy 402 for further information). All employee benefit plans and programs are subject to amendment or termination, even after retirement, at the County's sole discretion.

4. Human Resources arranges for a pre-retirement counseling program on a periodic basis with representatives from the Florida Retirement System and the Social Security Administration. It is recommended that all employees approaching retirement age or becoming vested attend one of these informational sessions. It remains the employee's responsibility to initiate, follow up and complete the FRS retirement process if choosing to retire.

5. Under current FRS rules, after one year of retirement, retired employees may be eligible to reapply for employment with an FRS employer. Those who are interested in future temporary or part-time employment with the County should make that interest known at their exit interview.

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