



EMPLOYEE BENEFITS HIGHLIGHTS

Miami-Dade Sheriff's Office
2026-2027

BENEFITS & INSURANCE



HEALTH BENEFITS

Employee and Eligible Dependents: Medical coverage effective on your hire date. All other benefits become effective on the first of the month following 60 days of employment.

Flex Dollars: Employees eligible for group health insurance receive \$43.46 per pay period in flex dollars.

Premium Pay: Employee will receive \$70.00 each pay period.

01

Health Insurance (Aetna)

Two HMO plan options:

First Choice Advantage & Select Advantage

02

Dental Insurance (Delta)

Choice of **DeltaCare USA (HMO)** or
Delta Dental PPO (Standard or Enriched tiers)

03

Vision Insurance (Humana)

Standard & Enriched plan options

FSA - FLEXIBLE SPENDING ACCOUNTS

Healthcare FSA: up to \$3,400/year pre-tax for medical, dental, vision & Rx expenses.

Dependent Care FSA: up to \$5,000/year for childcare, day camps, elder care.

ADDITIONAL INSURANCE

Life Insurance



Basic Life: Free 1x annual salary, paid 100% by MDSO
Additional Life options available – up to 8x salary
Spouse/Domestic Partnership & Child Life options available

Disability Insurance



Short-Term Disability
Long-Term Disability
Premier Long-Term Disability

Legal Insurance



ARAG: Affordable access to attorneys for family law, real estate, estate planning, traffic issues & more.
25% reduced fee on non-covered legal matters

Supplemental Insurance Benefit



Accident Insurance – cash payments for injuries
Critical Illness – cash payments on serious diagnoses
Hospital Indemnity – cash for each day hospitalized

RETIREMENT BENEFITS



MDSO Participates in the FRS (Florida Retirement System). For full-time and part-time employees.

FRS Option Plans

FRS Pension Plan	FRS Investment Plan
✓ 8-year vesting	✓ 1-year vesting
✓ Guaranteed for life	✓ You choose your distribution options
✓ Eligible for DROP	✗ Not eligible for DROP.

Deferred Compensation

Supplemental retirement savings plan that lets employees set aside additional money for retirement. Choose your path and invest with MissionSquare or Nationwide, with options from safe fixed funds to growth focused stocks.

LEAVE, PTO & HOLIDAY GUIDELINES



Annual Leave & Paid Time Off

Annual Leave (Vacation)	2 weeks (80 hours) per year, starts accruing your first pay period.
Sick Leave	96 hours per year
Birthday Holiday	1 paid day off on your birthday per year
Floating Holiday	3 paid days off per fiscal year (October through September)
Bereavement Leave	5 paid workdays
Jury Duty Leave	Full pay, no limits
Paid Parental Leave	6 weeks of parental pay per year
Leave of Absence	Up to a year . Non-paid. Military supplemental pay

PAID HOLIDAYS

The holidays observed by the Miami-Dade Sheriff's Office on an annual basis are provided below:

New Year's Day	January 1	MLK Birthday	3rd Monday in January
President's Day	3rd Monday in February	Law Enforcement Appreciation	2nd Friday in May
Memorial Day	Last Monday in May	Juneteenth	June 19
Independence Day	July 4	Labor Day	1st Monday in September
Columbus Day	2nd Monday in October	Veteran's Day	November 11
Thanksgiving Day	4th Thursday in November	Friday after Thanksgiving	Friday after Thanksgiving
Christmas Day	December 25		

**If the holiday falls on a Saturday, the preceding Friday will be observed as the holiday, if the holiday falls on a Sunday, the following Monday will be observed as the holiday.*

ADDITIONAL BENEFITS



EMPLOYEE WELLNESS SUPPORT

Employee Mental Wellness Office

Staffed by licensed Masters and Doctoral level clinicians, offering support services. Appointments and walk-ins are welcome.

CAREER & GROWTH

Tuition reimbursement Program

50% tuition & lab fee reimbursement for accredited degree and certification programs, including online courses. Available to full-time employees after 13 pay period, for coursework related to career growth within the Sheriff's Office.

NOTES



Use this section to make notes regarding personal benefit plans or to keep track of important information such as doctors' names and addresses or prescription medications.

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