



AGENDA

Orange County Government • Board of County Commissioners • 201 South Rosalind Avenue
County Commission Chambers • 1st Floor • County Administration Center
www.OrangeCountyFL.net

BUDGET CONSENT AGENDA

July 17, 2025

1. Approval of Resolution of the Orange County Board of County Commissioners regarding certain service fees charged by Orange County Fire Rescue Department to take effect on October 1, 2025. **(Pg. 1-4)**
2. Approval of Resolution of the Orange County Board of County Commissioners regarding certain service fees charged by Orange County Medical Examiner's Office to take effect on October 1, 2025. **(Pg 5-7)**
3. Approval of the Fourth Amendment to Orange County Retiree Health Care Benefit Trust, Effective October 1, 2025, by and between Orange County, Florida and the Office of the Orange County Comptroller, as Trustee. **(Pg 8-16)**

RESOLUTION

of the
ORANGE COUNTY BOARD OF COUNTY COMMISSIONERS
Regarding
**CERTAIN SERVICES FEES CHARGED BY
ORANGE COUNTY FIRE RESCUE DEPARTMENT**

Resolution No. 2025-_____

WHEREAS, the Board of County Commissioners has authority by law to enact and, from time to time, amend fees charged by Orange County departments for services rendered to the public; and

WHEREAS, Orange County can legally charge a fee for such services that captures the reasonable cost associated with administrative, personal services, operating, capital, and overhead to provide that service; and

WHEREAS, the Orange County Fire Rescue Department has recommended a change in certain fee amounts in order to make the fee imposition fairly reflect the actual cost of service provision; and

WHEREAS, the County's Office of Management and Budget concurs with the recommendation that the Board approve the revisions to the schedule of fees as to services rendered.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF ORANGE COUNTY:

Section 1. The Board of County Commissioners of Orange County hereby approves the schedule of fees attached hereto as "Exhibit A" and thereby amends the existing fee schedule and establishes new fees.

Section 2. This Resolution shall take effect immediately, and the rates established hereby shall take effect on October 1, 2025, or as soon afterward as is practical.

[Signatures appear on following page]

ADOPTED THIS 17th DAY OF JULY, 2025.

ORANGE COUNTY, FLORIDA

By:

Jerry L. Demings
County Mayor

DATE:

Attest: Phil Diamond, County Comptroller
As Clerk of the Board of County Commissioners

BY: _____
Deputy Clerk

Exhibit "A" FIRE RESCUE - Fees for FY 2025-26

FIRE RESCUE FEES	FY 24-25 Current Fee	Increase Fees by CPI	New Fee for FY 25-26
New Construction and Buildings			
Commercial/Multi-Family Construction Plans Review- Permit, Original Submittal Review, and 1 Site Inspection up to and including \$1,000 valuation	\$59.00	\$60.77	\$61.00
---Each additional \$1,000 valuation or fraction thereof	\$1.00	\$1.03	\$1.00
Commercial/Multi-Family Alterations Plans - Permit, Original Submittal Review, and 1 Site Inspection up to and including \$1,000 valuation	\$47.00	\$48.41	\$48.00
---Each additional \$1,000 valuation or fraction thereof	\$1.00	\$1.03	\$1.00
Fire Protection Systems Plans Review - Permit, Original Submittal Review, and 1 Site Inspection up to and including \$1,000 valuation	\$47.00	\$48.41	\$48.00
---Each additional \$1,000 valuation or fraction thereof	\$5.00	\$5.15	\$5.00
Revised plan submittal for Commercial/Multifamily Construction, Alterations, and Fire protection - First resubmittal	\$18.00	\$18.54	\$19.00
---Second resubmittal	\$35.00	\$36.05	\$36.00
--- Third and subsequent resubmittal - if initial fee was less than \$100	\$47.00	\$48.41	\$48.00
--- If initial fee was more than \$100	\$60.00	\$61.80	\$62.00
Inspections of commercial/multi-family construction, alterations, and fire protection systems -- First Inspections	\$30.00	\$30.90	\$31.00
---Second Inspections	\$60.00	\$61.80	\$62.00
---Third and Subsequent Inspections	\$90.00	\$92.70	\$93.00
Use Permit Review - Change of Hazard Class during change of use	\$38.00	\$39.14	\$39.00
DRC Fire Review Fee	\$32.00	\$32.96	\$33.00
--- Land Use Plan Review Fee	\$32.00	\$32.96	\$33.00
--- Preliminary Subdivision Plan Review Fee	\$193.00	\$198.79	\$199.00
Temporary Certificate of Occupancy (TCO) Review and 1 site Inspection	\$78.00	\$80.34	\$80.00
Site Plan Review and 1 Inspection Fee	\$105.00	\$108.15	\$108.00
Early Start Permit (Prior to Approved Plans and at Applicants Risk)	\$43.00	\$44.29	\$44.00
Commencement of Work without a Permit (If true, early start permit fee charged and regular permit fee is doubled)	\$154.00	\$158.62	\$159.00
Fire Rescue Permit Extension: One 90 day Extension is allowed on each individual permit prior to expiration date	\$43.00	\$44.29	\$44.00
Expedited Plans Review - plus \$53.00 for each additional hour	\$269.00	\$277.07	\$277.00
Expedited Inspections - plus \$53.00 for each additional hour	\$270.00	\$278.10	\$278.00
Fire & Life Safety Inspection Services			
Fire Safety inspections up to and including 2,000 sq. ft. of facility area	\$90.00	\$92.70	\$93.00
--- Each additional sq. ft. above 2,000 sq. ft. plus min	\$0.02	\$0.02	\$0.02
Fire Safety Re-inspections -- All Re-inspection	\$48.00	\$49.44	\$49.00
Convention, Trade Show, or Exhibit Plans Review and Inspection	\$104.00	\$107.12	\$107.00
Fire Prevention Permits			
Special Events Indoor/Outdoor Permit	\$108.00	\$111.24	\$111.00
Open Flame Permit	\$108.00	\$111.24	\$111.00
Flammable/Combustible Liquids Tank Permit	\$43.00	\$44.29	\$44.00
Distributive Antennae System DAS Operational Permit (Annual)	\$35.00	\$36.05	\$36.00
Waste/Used Tire Permit	\$109.00	\$112.27	\$112.00
Orange County Fire Rescue Fleet Maintenance: Pump (Engine) -- Testing Certification, (per unit)	\$116.00	\$119.48	\$119.00
Mobile Food Service Permit & Inspection	\$45.00	\$46.35	\$46.00
Restricted Access Gate/Fence Installation Review and Inspection	\$72.00	\$74.16	\$74.00
Restricted Assess Gate/Fence Permit (Annual)	\$13.00	\$13.39	\$13.00
Private Fire Hydrant Permit (Annual) (Each)	\$5.00	\$5.15	\$5.00
Fire Hydrant Installation/Relocation/Removal Permit (Up to Five)	\$35.00	\$36.05	\$36.00

Exhibit "A" FIRE RESCUE - Fees for FY 2025-26

FIRE RESCUE FEES	FY 24-25 Current Fee	Increase Fees by CPI	New Fee for FY 25-26
Pyrotechnics* - before a proximate audience Permit (NFPA 1126)	\$383.00	\$394.49	\$394.00
Flame Effect* - before a proximate audience Permit (NFPA 160)	\$383.00	\$394.49	\$394.00
Aerial Fireworks Display * Permit (NFPA 1123)	\$383.00	\$394.49	\$394.00
Consumer Sparkler - Temporary Retail Sales	\$109.00	\$112.27	\$112.00
Consumer Sparkler - Fixed Retail Sales	\$109.00	\$112.27	\$112.00
Laser Effect Permit (Florida Administration Code 64E-4.015)	\$108.00	\$111.24	\$111.00
Temporary Tent Permit -- In excess of 900 sq. ft. Gross	\$49.00	\$50.47	\$49.00
--- Additional fee in conjunction with: More than one tent within 100 ft. of each other: Per	\$31.00	\$31.93	\$32.00
Additional Tent			
Review of Fire Emergency Plan	\$74.00	\$76.22	\$76.00
Appeal Processing - Fire Code Board of Appeals (Filing Fee)	\$193.00	\$198.79	\$199.00
Fire Watch Personnel			
Special Inspections, Special Code Enforcement Actions, Special Events, Fire Watch Details, and Related Activities (per person) - Per 4 hr. min	\$253.00	\$260.59	\$261.00
---Each additional hour or one-half hour fraction	\$65.00	\$66.95	\$67.00
False Alarm			
False Alarm Response (Commercial)	\$363.00	\$373.89	\$374.00
False Alarm Response (Residential)	\$144.00	\$148.32	\$148.00
Administrative Processing Fee (per false alarm response)	\$40.00	\$41.20	\$41.00
Unit Standby			
Rescue Unit or Bike Patrol Unit - Manned (2 person min) - Per 4 hour min	\$626.00	\$644.78	\$645.00
---Each additional hour or one-half hour fraction	\$157.00	\$161.71	\$162.00
Fire Unit - Manned (Full Staffing)	\$1,407.00	\$1,449.21	\$1,449.00
--- Each additional hour or one-half hour fraction	\$353.00	\$363.59	\$364.00
Fire Unit - Manned (1 Employee) - Per 4 hour min	\$467.00	\$481.01	\$481.00
--- Each additional hour or one-half hour fraction	\$117.00	\$120.51	\$121.00
Fire Unit - Manned (2 Employees) - Per 4 hour min	\$789.00	\$812.67	\$813.00
--- Each additional hour or one-half hour fraction	\$198.00	\$203.94	\$204.00
Emergency Medical Transport (EMS)			
EMS -- Ems transport -- Basic Life Support (BLS)	\$595.00	\$610.71	\$611.00
--- Advance Life Support (ALS)	\$998.00	\$1,024.35	\$1,024.00
--- Specialty Care Support I (SCS)	\$998.00	\$1,024.35	\$1,024.00
--- Advance Life Support II (ALS II)	\$935.00	\$959.68	\$960.00
--- Per mile Charge	\$17	\$17.45	\$17.00
--- Medically Indigent Fee (BLS, ALS, ALS II, SCS) -- Medicaid Rate Schedule			

RESOLUTION

of the
ORANGE COUNTY BOARD OF COUNTY COMMISSIONERS
Regarding
**CERTAIN SERVICES FEES CHARGED BY
ORANGE COUNTY MEDICAL EXAMINER'S OFFICE**

Resolution No. 2025-_____

WHEREAS, the Board of County Commissioners has authority by law to enact and, from time to time, amend fees charged by Orange County departments for services rendered to the public; and

WHEREAS, Orange County can legally charge a fee for such services that captures the reasonable cost associated with administrative, personal services, operating, capital, and overhead to provide that service; and

WHEREAS, the Orange County Medical Examiner's Office has recommended a change in certain fee amount in order to make the fee imposition fairly reflect the actual cost of service provision; and

WHEREAS, the County's Office of Management and Budget concurs with the recommendation that the Board approve the revisions to the schedule of fees as to services rendered.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF ORANGE COUNTY:

Section 1. The Board of County Commissioners of Orange County hereby approves the schedule of fees attached hereto as "Exhibit A" and thereby amends the existing fee schedule as to services rendered on or after October 1, 2025.

Section 2. This Resolution shall take effect immediately, and the rate established hereby shall take effect on October 1, 2025, or as soon afterward as is practical.

[Signatures appear on following page]

ADOPTED THIS ____ DAY OF _____, 2025.

ORANGE COUNTY, FLORIDA

By:

Jerry L. Demings
County Mayor

DATE:

Attest: Phil Diamond, County Comptroller
As Clerk of the Board of County Commissioners

BY: _____
Deputy Clerk

Exhibit A
Medical Examiner Fees

Fee Type	Current Fee Amount	New Fee Amount
Cremation Certificate	\$35.00	\$60.00



Interoffice Memorandum

July 9, 2025

TO: Mayor Jerry L. Demings
-AND-
County Commissioners

FROM: Kurt N. Petersen, Director, Office of Management and Budget

SUBJECT: Approval of the Fourth Amendment to Orange County Retiree Health Care Benefit Trust, Effective October 1, 2025, by and between Orange County, Florida, and the Office of the Orange County Comptroller, as Trustee.

In 2007, The Board approved the establishment of the Orange County Retiree Health Care Benefit Trust (an irrevocable trust fund). The trust fund was created as a result of new accounting standards which imposed requirements for reporting and disclosing information about Other Post Employment Benefits (OPEB). In general, governments must account for and report the annual cost and future liability associated with OPEB, such as health insurance, in a manner similar to what is required for pension plans.

Benefits provided by Orange County Government that are subject to the OPEB accounting requirements include the following:

1. The right of certain retired employees to continue in the County's health insurance plan at the same group rate as for active employees (as required per Florida Statutes, Section 112.0801), and
2. Payment of a defined monthly Health Insurance Subsidy (HIS) to certain retirees who have met a specified combined term of service with the County and/or one or more of its constitutional officers, with the exception of the Clerk of Courts.

On July 1, 2023, the State of Florida increased the Florida Retirement System Health Insurance Subsidy from \$5.00 to \$7.50 per year of creditable service with a maximum monthly benefit of \$225 to help offset retiree health care costs. The County currently provides retirees with at least 10 years of service a subsidy of \$5.00 per month for each year of service up to 30 years (Maximum of \$150 per month) towards their medical premiums benefit. As a result of retirees rising health care costs and the State of Florida adjusting their contribution rate, we asked the County Comptroller to have their OPEB consultant, Gabriel, Roeder, Smith & Company (GRS), run an analysis of the trust fund to evaluate the financial impact of increasing the County retiree health insurance subsidy (HIS) from \$5.00 to \$7.50 per year of creditable service.

GRS determined that the impact of increasing the HIS contribution to \$7.50 per month for each year of creditable service would have an annual impact of approximately \$3.8 million on the trust fund contribution. However, due to a positive 5-year Health Insurance Experience Study run by GRS and stronger than anticipated investment returns, the County's annual contribution is set to decrease by \$3.8 million. As a result, if this change is approved, no budget increase is planned for fiscal year 2026. It is anticipated that the County would continue to pay the actuarially determined OPEB contribution in the range of \$16-\$17 million for fiscal year 2026. The annual actuarially determined OPEB contribution is paid by all county funds that have retiree health insurance subsidy payments. This includes the County Constitutional Offices retiree OPEB costs that are paid by the County, except for the Clerk of Courts.

The County Medical Benefits Oversight Committee reviewed and concurred in making the retiree health insurance subsidy adjustment from \$5.00 to \$7.50 per month for each whole year of service up to a maximum of \$225 per month of creditable service.

ACTION REQUESTED: Approval and execution of the Fourth Amendment to Orange County Retiree Health Care Benefit Trust, Effective October 1, 2025, by and between Orange County, Florida and the Office of the Orange County Comptroller, as Trustee.

Attachment

c: Phil Diamond, Orange County Comptroller
Byron Brooks, AICP, County Administrator
Whitney E. Evers, Senior Assistant County Attorney
Medical Benefits Oversight Committee

KP

**FOURTH AMENDMENT
TO
ORANGE COUNTY
RETIREE HEALTH CARE BENEFIT TRUST**

THIS FOURTH AMENDMENT TO IRREVOCABLE TRUST AGREEMENT ("Amendment") is made effective as of October 1, 2025, by and between Orange County, Florida, a charter county and political subdivision of the State of Florida (the "County") and the Office of the Orange County Comptroller, as trustee, (the "Trustee").

WHEREAS, on September 18, 2007, the County approved an Irrevocable Trust Agreement with the Orange County Comptroller, as Trustee, creating the Orange County Retiree Health Care Benefit Trust (the "Trust"); and

WHEREAS, the Trust was established to provide funding for and payment of post-retirement health care and other post-retirement benefits to Beneficiaries; and

WHEREAS, on June 24, 2008, the County approved a first amendment to the Trust which clarified that eligibility for the health insurance subsidy ("HIS") benefit was payable only to employees who are retired from Orange County and no longer working in either a full-time or part-time position with the County or Eligible Officer; and

WHEREAS, on June 8, 2010, the County approved a second amendment to the Trust which streamlined the certification process and allowed the County to use the certification process done by the Florida Retirement System (FRS) for the similar HIS benefit offered by the state; and

WHEREAS, on November 16, 2021, the County approved the Third Amendment to the Trust which increased the health insurance subsidy for all current and future retirees with at least 10 years of service from \$3.00 to \$5.00 per month for each year of service up to 30 years (maximum of \$150 per month) effective January 1, 2022; and

WHEREAS, the County now further desires to modify the Trust for eligible retirees.

NOW, THEREFORE, in consideration of the premises and of the mutual covenants herein contained, it is hereby agreed between the County and Trustee as follows:

Section 1. Recitals Incorporated. The recitals hereof are true and correct and are incorporated herein by reference and made a part of this Amendment.

Section 2. Defined Terms. All capitalized terms used herein shall have the meanings ascribed to such terms as set forth in the Trust.

Section 3. Amendment to Trust. The original Exhibit A to the Trust has been modified and restated in its entirety. The original Exhibit A is hereby replaced with new Exhibit A, which is

incorporated herein by reference and hereby made a part of the Trust. The provisions of the new Exhibit A shall be applied prospectively from the effective date of this Fourth Amendment.

Section 4. Other Terms of the Trust. Except for those terms, conditions, rights and obligations specifically amended hereby, all terms, conditions, and respective rights and obligations of the County and Trustee arising from the Trust shall remain unaltered and in full force and effect.

Section 5. Rights of Beneficiaries. This Amendment shall not give any Beneficiary any right to be retained for employment by the County and/or any Eligible Officer, or any right or claim to any Benefits hereunder.

IN WITNESS WHEREOF, the County, pursuant to action of its Board of County Commissioners, and the Trustee have caused this Amendment to be executed in their name and on their behalf this July 17, 2025, by their representatives thereunto duly authorized.

[Signatures appear on following page]

ORANGE COUNTY, FLORIDA

By: Board of County Commissioners

By: _____
Jerry L. Demings
Orange County Mayor

Date: _____

ATTEST:

Phil Diamond, CPA, County Comptroller
As Clerk of the Board of County Commissioners

By: _____
Deputy Clerk

(SEAL)

**ORANGE COUNTY COMPTROLLER, as
Trustee**

By: _____
Phil Diamond, CPA
County Comptroller

Date: _____

EXHIBIT A
ORANGE COUNTY AND PARTICIPATING ELIGIBLE OFFICERS -
POST-RETIREMENT HEALTH CARE BENEFITS AND OTHER POST-RETIREMENT
BENEFIT PROGRAMS

1. Benefit Title: Health Insurance Subsidy (HIS)

Benefit Summary: Retired employees of Orange County not recognized under the I.A.F.F., Local 2057 contracts and Participating Eligible Officers will receive a HIS increase effective October 1, 2025, from \$5.00 to \$7.50 per month for each whole year of service, including service time as a Florida Retirement System Deferred Retirement Option Program participant, up to a maximum payment of \$225.00 per month to assist with the cost of the retired employee's medical insurance.

Retired employees of Orange County subject to a valid I.A.F.F., Local 2057, contract will receive the HIS benefit in accordance with the amount set forth in the executed contract.

Benefit Eligibility: In order to qualify for this benefit, the employee must be currently receiving a health insurance subsidy, consistent with and as described in the Benefit Summary above, as of September 18, 2007, or the employee must meet the criteria stated in either (A) or (B) below depending upon their employment status at the time of retirement. Retired employees are subject to discontinuation of this benefit as described in (C) below.

A. An employee must meet the service requirements set forth in (i.) below and be an active employee at the time of retirement with the County or one of the Participating Eligible Officers, as defined in (ii.) below, unless the employee is separated due to a medical disability. If the employee is separated due to a medical disability, the employee must meet the service requirements set forth in (i.) below and meet the requirements of (ii.) below within a two-year period, measured from the time the employee separates employment with the County or Participating Eligible Officer.

- i. Non-bargaining unit employees, and employees that are covered under collective bargaining agreements between the County and The Florida State Lodge Fraternal Order of Police (Lieutenants), between the County and the Florida Public Employees' Council 79, which is a Council Affiliate of the American Federation of State, County and Municipal Employees, AFL-CIO, and between the County and the Charles E. Brookfield Lodge #86 of the Fraternal Order of Police must have completed a total of at least ten years of service that can be combined under one or more of the following Orange County agencies:

Board of County Commissioners, Office of the Comptroller, Office of the Sheriff, Property Appraiser's Office, Tax Collector's Office, Supervisor of Elections and/or County paid positions in the Court Administrator's Office. Employees that are

covered under the collective bargaining agreements between the County and the Local 2057, International Association of Fire Fighters and between the County and the Local 2057, International Association of Fire Fighters (Battalion Chiefs), must meet the requirements of (ii) below. Persons holding the office of Orange County Mayor, County Commissioner, and/or an Orange County elected constitutional officer must have served in elected office for at least eight years.

- ii. An active employee must be retired. An active employee is considered retired if he or she is not currently working in either a regular full-time or part-time position with the Board of County Commissioners or any Eligible Officer, and qualifies for and begins to receive the health insurance subsidy from the Florida Retirement System.
- B. An employee who at the time of his or her retirement does not meet the criteria as an active employee with the County or one of the Participating Eligible Officers as described in (A) above is deemed to be a non-active employee and must meet the service requirements set forth in (i) below and must be retired as defined in (ii) below.
 - i. Non-active employees must have completed a total of at least twenty years of service that can be combined under one or more of the following Orange County agencies: Board of County Commissioners, Office of the Comptroller, Office of the Sheriff, Property Appraiser's Office, Tax Collector's Office, Supervisor of Elections and/or County paid positions in the Court Administrator's Office and must not have been terminated due to misconduct.
 - ii. A non-active employee must be retired. A non-active employee is considered retired if he or she is not currently working in either a regular-full-time-or-part-time position-with-the Board of County Commissioners or any Eligible Officer, and qualifies for and begins to receive the health insurance subsidy from the Florida Retirement System.
- C. A retired active or non-active employee who has qualified for and is receiving this benefit in accordance with (A.) or (B.) above is subject to having this benefit discontinued under any of the following criteria.
 - i. This benefit will terminate effective with the month immediately following the month in which the retired employee has died.
 - ii. Retired employees who are subsequently reemployed in a regular full-time or part-time position by the Board of County Commissioners or any Eligible Officer, regardless of whether they participated in the Florida Deferred Retirement Option Program (DROP), are subject to discontinuance of this benefit for all months in which either of the following two conditions are present:
 - a. the Florida Retirement System has suspended payment of its health insurance subsidy due to the retiree being reemployed less than six months after retirement or DROP termination; or,

- b. the subsequently reemployed retiree is eligible to participate in Orange County's or any Eligible Officer's health insurance plan as an active employee following a prescribed initial waiting period, if any.
- iii. Whenever payments have been made by the Trustee in excess of the amounts for which a retiree is eligible, the Trustee shall have the right to recover such payments pursuant to Article XXX of the Trust Agreement.

2. **Benefit Title:** Group Health Insurance; Participation by Retired Employees

Benefit Summary: Retired employees and their eligible dependents shall have the option, at their expense, of continuing to participate in the County's group health insurance plan or self-insurance plan as required by Section 112.0801, Florida Statutes. The Board of County Commissioners will annually establish coverage levels, co-pay amounts, deductible amounts, group premium rates, and other issues related to the group health insurance plan.

Benefit Eligibility: In order to qualify for this benefit, the employee must meet all of the following criteria:

- A. The employee must be an active employee with the County or one of the Participating Eligible Officers at the time they retire as defined in (B) below.
- B. An employee must be retired. An employee is considered retired if he or she qualifies for and begins to receive a retirement pension under the Florida Retirement System. An employee who retires under the Public Employee Optional Retirement Program (Investment Plan) established under the Florida Retirement System shall be considered "retired" if he or she:
 - i. Meets the age and service requirements to qualify for normal retirement under the Florida Retirement System as set forth in Section 121.021 (29), Florida Statutes; or
 - ii. Has reached the age of 59 and a half, the age specified by s. 72(t)(2)(A)(i) of the Internal Revenue Code and has six years of creditable service (hired before July 1, 2011) or has eight years of credible service (hired after June 30, 2011) under the Florida Retirement System; or
 - iii. Becomes disabled as defined by the Florida Retirement System.
- C. The employee must elect to participate in the County's group health insurance plan at the time of retirement and pay the required premiums. Further, once the retired employee terminates their participation in the County's group health insurance plans, they and their eligible dependents are precluded from future participation in the County's group health insurance plans. Retirees are however allowed to re-enroll into the County sponsored Medicare plans irrespective of their prior enrollment status in the County's group health insurance plans (under 65 health plans).

Notwithstanding the preceding sentence, if a retiree has maintained continuous participation in the County's group health insurance as a dependent on their spouse's

County group health plan, they may continue participation in their own right upon the spouse's own termination of participation or upon being deleted as a dependent by the spouse.

3. **Benefit Title:** Participation in Group Health Insurance for In-Line-of-Duty Death

Benefit Summary: Surviving dependents of deceased employees may continue their group health insurance coverage.

Benefit Eligibility: Upon the in-line-of-duty death of an employee, the surviving dependents shall receive medical coverage at no cost until such time as the surviving spouse remarries, or unmarried child reaches age 26. Additionally, the surviving dependents of employees, except for members of the Local 2057, International Association of Fire Fighters, may continue vision and dental coverage premium free for a period of one year provided certain conditions are satisfied in accordance with the County's insurance policy. Surviving dependents of members of the Local 2057, International Association of Fire Fighters, may continue vision and dental coverage premium free provided certain conditions are satisfied in accordance with the County's insurance policy.

4. **Benefit Title:** Participation in Group Health Insurance for Catastrophic In-Line-of-Duty Injury

Benefit Summary: Upon a catastrophic in-line-of-duty injury, certain employees, their spouses and their dependent children may continue their group health insurance coverage at no cost.

Benefit Eligibility: This benefit applies to full-time firefighters in accordance with the collective bargaining agreement and Section 112.191, Florida Statutes, and this benefit applies to Law Enforcement, Correctional and Correctional Probation Officers in accordance with Section 112.19, Florida Statutes.

Note: Pursuant to Article III(g) of the Trust Agreement, the County Administrator may approve in writing, benefits for Participating Eligible Officers that are materially consistent, but not identical, with the County's approved benefits set forth in this Exhibit A.