

## **Employee Adoption Benefit**

### **What Law Authorizes the Adoption Benefit?**

Section 110.152, Florida Statutes, provides authority to establish a monetary benefit for employees who adopt a child. The adoption benefit law authorizes benefits for children whose permanent custody was awarded to the Florida Department of Children and Family Services or to a Florida-licensed child-placing agency.

### **Who Administers the Adoption Benefit?**

The Department of Management Services, Division of Human Resource Management, administers the program by providing information on the program policies and procedures, benefit criteria and application form. The Department of Management Services is responsible for accepting applications, ensuring applicant eligibility and awarding benefits to eligible applicants.

### **Who is an Eligible Applicant?**

A full-time or part-time employee, who is paid from regular salary appropriations.

### **Which Adoptions are Eligible for the Adoption Benefit?**

An eligible adoption is the adoption of a child whose permanent custody has been awarded to the Florida Department of Children and Family Services or to a Florida-licensed child-placing agency, provided that a final order of adoption is awarded on or after October 1, 2000 (inception date of program). Adoption benefits are contingent upon appropriation of available funds.

- *Adoption of a Special Needs Child:* A monetary benefit in the amount of \$10,000 per child. The benefit for part-time employees will be pro-rated.
- *Adoption of a Non-Special Needs Child:* A monetary benefit in the amount of \$5,000 per child. The benefit for part-time employees will be pro-rated.

### **Who is Considered a Special Needs Child?**

A child whose permanent custody has been awarded to the Florida Department of Children and Family Services or to a Florida-licensed child-placing agency and who meets one or more of the following criteria:

- a) Is eight years of age or older;
- b) Has a developmental disability;

- c) Has a physical or emotional handicap;
- d) Is of a minority race or of a racially mixed heritage; or
- e) Is a member of a sibling group of any age, provided that two or more members of a sibling group remain together for adoption.

**Open Enrollment for this benefit is from August 1, 2008 through September 30, 2008.**

Please use the following link to access applications and information regarding this program. For more information please call Jeff Comeau at 474-2610 or visit the Human Resources web page [www.uwf.edu/ohr](http://www.uwf.edu/ohr).

**DMS web link to the Adoption Benefit Program:**

<http://www.dcf.state.fl.us/adoption/adoptbenefitprogram.shtml>

Employees who applied in previous years and were not awarded a benefit must reapply in order to be considered for the adoption benefit.