Pinellas County Government offers EXCELLENT BENEFITS

We offer a competitive benefits and compensation package to our employees that includes:

### Benefit Plans

Employees scheduled to work a minimum of 20 hours per week are eligible for the following benefits. Coverage is effective the first day of the month after 30 days of employment.

- **Health / Prescription / Vision**
  - Point of Service (POS) Plan
  - Consumer Driven Plan
- **Health Savings Account**
- **Dental**
- **Disability**
  - Short Term Disability
  - Long Term Disability
- **Life Insurance**
  - Basic Coverage
  - Supplemental Coverage
  - Dependent Coverage
- **Employee Assistance Program (EAP)**
- **Flexible Spending Account**
  - Dependent Care
  - Health Care

### Leave Time & Holidays

- **Annual Leave**
  
<table>
<thead>
<tr>
<th>Employee Category</th>
<th>Hours of Annual Leave Earned Per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1 to 2</td>
</tr>
<tr>
<td>Classified &amp; Temporary Exempt</td>
<td>120</td>
</tr>
<tr>
<td>Airport Firefighters &amp; Lieutenants</td>
<td>144</td>
</tr>
<tr>
<td>Exempt Service</td>
<td>144</td>
</tr>
</tbody>
</table>

- **Holidays**
  Employees receive 9 to 11 paid holidays per year.

- **Floating Holidays**
  Employees receive up to 2 floating holidays per year.

- **Personal Days**
  Employees receive up to 2 personal days per year.

- **Friend in Need**
  (leave donation)

- **Funeral Leave**

- **Jury Duty**

- **Military Leave**

### Retirement (Florida Retirement System)

- **457 Deferred Compensation**
  - Employees may contribute pre-tax dollars to a savings account for retirement savings

- **Florida Retirement System (FRS)**
  - Pinellas County participates in the FRS which provides two retirement program options. Pinellas County contributes to employees' retirement plan savings, and employees contribute 3% of their pre-tax pay.

  **Option 1: Investment Plan**
  Default option. Pre-tax savings account funded by the employee and the County that is invested based on options available to the employee. Vested upon completion of one year of FRS creditable service.

  **Option 2: Pension Plan**
  Monthly annuity benefit at retirement based on a formula that includes average earnings (either 5 or 8 years based on the date of initial FRS participation). Full benefit available at age 65 or 33 years of service for those entering FRS service after 1/1/2011. Vested after eight years of FRS creditable service.

- **Retiree Benefits**
  Pinellas County offers eligible FRS retirees the following benefits:
  - **Health / Prescription / Vision**
  - **Dental**
  - **Life Insurance**

### Additional Benefits

- **Learning Opportunities & Career Development**
- **Tuition Reimbursement**
- **Health and Wellness Program**
  - Wellness Center and Satellite Fitness Centers
  - Wellness Incentive Program
- **YouDecide Discount Program**
- **Rewards Program**
  - Service Anniversaries
  - Wellness Activities
- **Employee Referral Program**
- **Employee Appreciation Week**
- **Pinellas County Federal Credit Union**

For more information on our wide variety of benefits, visit [www.pinellascounty.org/hr/whatweoffer](http://www.pinellascounty.org/hr/whatweoffer).

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- Benefit Plans
- Leave Time & Holidays
- Retirement (Florida Retirement System)
- Additional Benefits

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