

Pinellas County Government offers EXCELLENT BENEFITS

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

Insurance

Insurance coverage is available to permanent employees scheduled to work a minimum of 20 hours per week. Coverage is effective the first day of the month after 30 days of employment.

- [Health Insurance](#)
 - Point of Service (POS) Plan
 - Consumer Driven Plan with a Health Savings Account (HSA)
- [Employee Assistance Program \(EAP\) and Managed Behavioral Health Program](#)
- [Prescription Coverage](#)
- [Vision Plan](#)
- [Dental Plan](#)
- [Disability](#)
 - Short Term Disability
 - Long Term Disability
- [Life Insurance](#)
 - Basic Coverage
 - Supplemental Coverage
 - Dependent Coverage

Additional Benefits

- [Career Development](#)
- [Employee Discounts](#)
- [Health and Wellness Program](#)
 - [Wellness Center and Satellite Fitness Centers](#)
 - [Wellness Incentive Program](#)
- [Jury Duty, Funeral Leave, Military Leave](#)
- [Pinellas County Federal Credit Union](#)
- [Referral Program](#)
- [Rewards Program](#)
 - Service Anniversaries
 - Wellness Activities
 - Retirement
- [Training Classes](#)
- [Tuition Reimbursement](#)

For more information on our wide variety of benefits, visit www.pinellascounty.org/hr/whatweoffer.

Annual Leave & Holidays

Annual Leave

Employee Category	Hours of Annual Leave Earned Per Year					
	Years of Service	1 to 2	3 to 4	5 to 9	10 to 14	15 to 19
Classified & Temporary Exempt	120	136	160	184	208	232
Airport Firefighters & Lieutenants	144	164	192	221	250	279
Exempt Service	144	160	184	208	232	256

- [Holidays](#)
Employees receive 9 to 11 paid holidays per year, depending on where they fall on the calendar.
- [Floating Holidays](#)
Employees receive up to 2 floating holidays per year. Those who have completed 25 years of service are granted 2 additional floating holidays per year.
- [Personal Days](#)
Employees receive up to 2 personal days per year.

Tax Savings

Employees may contribute pre-tax dollars to:

- [Deferred Compensation Account](#) – Internal Revenue Code Section 457
- [Dependent Care Flexible Spending Account](#) - Daycare expenses
- [Health Care Flexible Spending Account](#) - Qualified health care expenses
- [Health Savings Account](#) – For employees enrolled in the Consumer Driven Plan

Florida Retirement System

Employees participate in the Florida Retirement System (FRS). The FRS offers two programs from which to choose:

- [Pension Plan](#)
The Pension Plan provides a guaranteed monthly benefit based on a formula that factors in your eight highest years of compensation and your total years of creditable service. An employee is vested in the FRS Pension Plan upon completing eight years of creditable service.
- [Investment Plan](#)
The retirement benefit is the value in the employee's account. There is no fixed benefit level. Your future retirement benefit can be greater or less than the Pension Plan benefit depending on the performance of your individual investment options. An employee is vested in the FRS Investment Plan upon completion of one year of creditable service.

After You Are Retired

Retirees are offered continuation of health insurance, prescription coverage, vision care, mental health coverage, dental care, and life insurance.



Human Resources | 400 S. Ft. Harrison Avenue, Room 121 | Clearwater, FL 33756 | (727) 464-3367

www.pinellascounty.org/hr/jobs

EOE/AA/ADA/DFW/VP

Certain servicemembers and veterans, and the spouses and family members of the servicemembers and veterans, receive preference and priority in employment by the state and are encouraged to apply for the positions being filled.

Human Resources
Helping Us Succeed