

## Pinellas County Government offers excellent

# BENEFITS

Pinellas County Government Unified Personnel System employee benefit and compensation package includes:

### Insurance

Coverage is effective the first day of the month after 30 days of employment.

#### Health Insurance

Health insurance is provided for employees and their eligible dependents with in-network and out-of-network benefits.

#### Dental Insurance

Group Dental Plan coverage is available to all permanent employees scheduled to work a minimum of 20 hours per week.

#### Short and Long Term Disability

The County provides Short Term Disability benefits to all permanent employees working at least 20 hours per week. Long Term Disability is available to classified employees after one year of employment and immediately to exempt employees. These disability plans can replace part of an employee's income when unable to work due to illness or an injury that is not work related.

#### Prescription Coverage

You pay no additional premium for prescription benefits which are included in your payroll health contribution deduction.

#### Vision Care

You pay no additional premium for vision benefits which are included in your payroll health contribution.

### Work-Life Benefits

[Wellness Incentive Program](#)

[Health & Wellness Programs](#)

[Wellness Center](#)

[Employee Assistance Program & Managed Mental Health](#)

### Additional Benefits

[Credit Union](#)

[Employee Discounts](#)

[Tuition Reimbursement](#)

### Employment

For a listing of current job opportunities go to:  
[www.employment.pinellascounty.org](http://www.employment.pinellascounty.org)

### Annual Leave & Holidays

#### Annual Leave

Employee Category	Hours of Annual Leave Earned Per Year							
Years of Service	1	2	3	4	5-9	10-14	15-19	20+
Classified & Temporary Exempt	120	120	136	136	160	184	208	232
Airport Firefighters & Lieutenants	144	144	164	164	192	221	250	279
Exempt Service	144	144	160	160	184	208	232	256

#### Holidays

9-11 paid holidays per calendar year.

#### Floating Holidays

Up to 3 per year. Floating holidays are not cumulative and must be used during the payroll year in which they are granted.

#### Personal Day

All members of the County Service, except temporary and provisional employees and classified employees serving their first year of permanent employment, will be allowed leave for up to 8 hours during the payroll year.

### Tax Savings

#### Deferred Compensation Plan

Employees may choose to participate in the Deferred Compensation Plan provided for in Internal Revenue Code Section 457.

#### Flexible Spending Account Program

The Flexible Spending Account (FSA) program administered by WageWorks allows you to contribute tax-free dollars from your wages to a **Health Care FSA** to pay for qualified health care expenses and/or a **Dependent Care FSA** for dependent (daycare) expenses.

### Retirement

County employees are members of the Florida Retirement System (FRS). The FRS offers two programs from which to choose:

#### Pension Plan:

A new member to the FRS will become vested in the FRS Pension Plan upon completing eight years of creditable service. 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.

#### Investment Plan:

An employee in this FRS plan is vested upon completion of one year of creditable service. The retirement benefit is the value in the employee's account. Unlike the Pension Plan, 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.

### After You Are Retired

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



Pinellas County is an Equal Opportunity Employer.  
Human Resources | 400 S. Ft. Harrison Avenue, Room 121 | Clearwater, FL 33756  
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