

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

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.

Leave Time & 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.

- [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](#)

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

www.pinellascounty.org/careers

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EOE/AA/ADA/DFW/VP



Human Resources
Helping U Succeed

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.

This is a summary only. For full plan details, please refer to the website. Pinellas County Government reserves the right to change, suspend or terminate plans at any time. 1/24/20