



Benefits Director

Pinellas County, Florida

Pinellas County Government is seeking a dynamic benefits leader to provide strategic direction and bring innovative concepts to support the administration of a benefits program that is utilized by over 5,000 employees and retirees.

Ideal Candidate

- The ideal candidate must be willing to work in a highly structured environment and find creative ways to allow that structure to work as an advantage. This role requires a proven record of implementing a culture of innovation and the drive to constantly improve the benefits options for our employees and retirees.
- You must be willing to try new ideas and evaluate their effectiveness based upon the engagement and the ROI of the project.
- Your passion for finding new ways to support employees and retirees while keeping costs at a reasonable level for the organization is what will make you successful in this role.

Your Partners

As the Benefits Director, you will support the Unified Personnel System by acting as a trusted business partner to a leadership team consisting of 10 organizations (Appointing Authorities) with diverse workforces including Business Technology Services, Clerk of the Circuit Court, County Administration, County Attorney, Human Rights, Human Resources, Forward Pinellas, Property Appraiser, Supervisor of Elections, and Tax Collector. You will collaborate with senior leadership throughout these Appointing Authorities

as well as partner with the Unified Personnel Board and Employees' Advisory Council (EAC) to create buy-in and support, and ensure overall satisfaction with the benefits initiatives and programs.

What You Will Do

- Create and execute a strategy for the forward progress of all County benefits plans including medical coverage, wellness, retirement, etc.
- Evaluate existing benefits offerings and recommend enhancements or changes to improve competitiveness and cost-effectiveness.
- Partner with external vendors, brokers, and consultants to negotiate contracts, analyze plan performance, and stay informed about industry trends and best practices.
- Lead communication efforts to educate employees and retirees about their benefits options, enrollment processes, and related policies.
- Review the design of all benefit plans and recommend well thought out and modern opportunities to enhance those plans.
- Oversee compliance with federal and state regulations governing employee benefits, such as ERISA, ACA, and HIPAA.
- Provide guidance and support to employees and managers regarding benefits-related inquiries, issues, and escalations.
- Analyze data and metrics to assess the effectiveness of benefits programs and make data-driven decisions to optimize outcomes.

What You Should Have

- Ten (10) years of professional experience that includes five (5) years of responsible management or supervisory experience; or a Bachelor's degree in a related field and six (6) years of experience as described above; or a Master's degree in a related field and four (4) years of experience as described above; or an equivalent combination of education, training, and/or experience.
- In-depth knowledge of employee benefits principles, practices, and regulations.
- Strong analytical skills with the ability to interpret data, identify trends, and develop actionable insights.
- Excellent communication and interpersonal skills, with the ability to engage and influence stakeholders at all levels of the organization.
- Demonstrated leadership abilities, including the ability to mentor and develop team members.
- CEBS, SHRM-CP, SHRM-SCP, or other relevant HR certifications are a plus.

Compensation and Benefits

The County is proud to provide comprehensive benefits that include health benefits, life insurance, disability insurance, and Florida Retirement system (FRS) retirement plans. The Benefits Director reports to the Chief Human Resources Officer. The target salary is \$140,000 to \$170,000 based on qualifications with an excellent benefits package. To learn more, visit www.pinellas.gov/what-we-offer.

About Pinellas County

Pinellas County is located in the heart of Florida's beautiful Gulf Coast, just a short drive away from Tampa Bay. Known for its pristine beaches, charming coastal towns, and stunning natural landscapes, Pinellas County is a premier destination for outdoor enthusiasts, families, and retirees.

As a leader in local government, Pinellas County offers a unique and exciting opportunity for experienced professionals to make a real impact on the lives of residents and visitors alike. Home to over one million people, Pinellas County is committed to promoting a thriving, safe, and healthy community through innovative policies, programs, and services.

How to Apply

Apply online for the [Benefits Director](#).

PINELLAS COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

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.
7/12/24

WORK.
GROW.
MATTER.

www.pinellas.gov/opportunities

