

The Tampa Chapter of ISCEBS is pleased to provide this job notification; Benefits Manager at Sarasota County. Please see the details below and pass onto your networks.



Do you like leaving things better than you found them? We serve the greater good! Our team is here to make Sarasota the premier community to live, work and play!

Sarasota has 37 miles of award-winning beaches, over 80 parks and 100 golf courses, and is known as the cultural capital of Florida with museums of art, theaters, an aquarium, botanical gardens and the annual international film festival. Unsurpassed beauty, rich cultural offering, diverse educational opportunities, wide-ranging recreational possibilities make Sarasota a great place to live and work!

We believe in work-life balance with a generous leave plan.

"US News & World Report: Sarasota is No. 1 in Florida and No. 18 in the country for best place to live.

We need YOU to help create wonderful experiences for residents and vacationing guests enjoying Sarasota! [Apply today!](#)

JOB TITLE: Benefits Manager

Our HR team supports our 2,200 County employees and over 5,000 people covered on our plans. Showcase your passion in this role where you'll develop and direct all strategic aspects of the County's Employee Benefits & Wellness programs! The starting pay range for this role is \$103,000.00 - \$110,000.00, based on your experience. You'll lead a team of 8, with 5 direct reports.

Up to \$3,000 relocation is available for those moving 50+ miles to join the premier community where people choose to live, work, and play!

- Manage and direct all operational and budgetary aspects of benefits administration and wellness for employees of the Board of County Commissioners and Constitutional Officers.
- Trend analysis, plan design, projections and premium setting.
- Administer employee benefits programs such as health, dental, long/short term disability, life insurance, retirement plans, flexible spending account, etc.
- Research, analyze, design, recommend and implement new benefits programs or changes to existing programs.
- Negotiate with vendor for renewals.
- Act as claims fiduciary for self-insured health and dental plans.

- Determine and coordinate methods of self-insurance and/or the purchase of benefit/insurance products.
- Oversees maintenance of reinsurance contracts.
- Manage overall cost of the benefit program and keeps administration informed of the program's performance.

Work Hours: Monday - Friday, 8:00 a.m. - 5:00 p.m.

Minimum Qualifications:

- Bachelor's degree AND six (6) years of related experience
- - OR - Master's degree AND four (4) years of related experience
- Minimum of four (4) years supervisory/management experience
- May consider substituting years of experience for degree

Subject to Passing Substance Screening: This position is subject to passing a pre-employment substance screening. An applicant who fails to pass a required drug screening test shall be disqualified from employment for a period of five (5) years.

Starting Pay Range: \$103,000.00 - \$110,000.00, based on your experience

Benefits:

- Enjoy great benefits including Health, Dental, Vision, and Life Insurance, Short-Term and Long-Term Disability, Flexible Spending Accounts, Employee Assistance Program (EAP), Florida Retirement System (FRS) and many, many more! Starting January 2024, choose one of three great medical plans, including one with a \$0 premium option, with completed preventative visits!
- For more information about employee benefits, please [visit SCGov.net](https://www.sarasotacountyfla.gov/employment/benefits) for additional information.
- Utilize our award-winning wellness program including free gyms and classes at multiple Sarasota County Government locations.
- Enjoy 11 paid holidays, 3 personal days and 16 paid vacation days in the first year of full-time employment with increasing accrual rates with years of service. (That adds up to a possible 30 days off in your 1st year!)

[Click here](#) for more details and application.