



# A CAREER WITH THE FLORIDA DEPARTMENT OF REVENUE

## OUR VALUES ARE ESSENTIAL...

in the organization we are building at the Florida Department of Revenue. Our values are the foundation on which all of our work behavior depends. We need honest, open, and trustworthy employees who share our vision of the future.

Revenue has an employee-driven recognition program that fosters employee involvement and team participation. Our ability to attract qualified employees, motivate them to succeed, and keep them within the agency is strengthened through this program. Our recognition program creates an organizational environment that rewards excellent performance and superior accomplishments.

## WHO ARE WE?

The Department of Revenue is a public organization in the executive branch of Florida state government. With an annual operating budget of more than \$500 million, the Department is the sixth largest state agency in Florida and provides job opportunities to over 5,300 employees in cities throughout Florida and across the United States.



Revenue provides a strong sense of leadership, a work environment that promotes high ethical conduct, and pride in performance. The Department of Revenue also values quality, honesty, and continuous improvement within the organization.

Our out-of-state offices include:

- |          |             |            |         |
|----------|-------------|------------|---------|
| Atlanta  | Los Angeles | Chicago    | Houston |
| New York | Dallas      | Pittsburgh |         |

We welcome your interest in career opportunities within our agency, and hope this brochure provides you with the necessary information to help you aim for a career with Revenue.

Revenue's success relies on hiring high-quality employees. Our employees are trained, encouraged, and rewarded for innovation and process improvements. The focus on performance measurements and process management gives Revenue employees more flexibility to be innovative. In fact, Revenue's goal is to provide an ideal working environment that contributes to productive, comfortable, secure, and satisfied employees.

## BENEFITS

One of Revenue's goals is to recruit and keep the best employees in the workforce. To carry out this goal, we offer our employees an attractive benefits package:

Revenue has a diverse workforce comprised mainly of the auditing, collecting, and analysis professions. We have over 200 different classifications (job titles) and offer opportunities in several different career tracks.

## LEAVE

Annual vacation leave is accrued monthly. The accrual rate is based on years of state service ranging from 8.667 to 13 hours monthly.

Sick leave is accrued monthly at the rate of 8.667 hours per month, regardless of length of service.

## HEALTH INSURANCE (AS OF 05/09)

Career Service	You pay	State pays
Individual	\$50.00	\$463.68
Family	\$180.00	\$1,012.04

Married couples who are both employed full-time by the State of Florida are covered under the spouse program, where the state pays 100 percent of their health insurance premium.

Selected Exempt Services and Senior Management Services employees' health insurance premiums are paid 100 percent by the State.

## HOLIDAYS

There are nine paid holidays and one paid personal holiday each year.

## PAY INCREASES

The Florida Legislature decides pay increases for state employees yearly. Agency management may also grant special pay increases.

## RETIREMENT

The State of Florida contributes a portion of retirement benefits for career service employees.



## TRAINING

- Specific job-related training
- Tuition and fee waivers for college courses
- Computer-based training
- Internal training programs such as leadership and communication training

## OTHER EMPLOYEE BENEFITS

- Insurance choices: medical, dental, life, auto, and disability
- Optional sick leave pool
- Optional sick leave transfer plan
- Telecommuting opportunities
- Flexible work hours
- Deferred compensation plan
- Prepaid college plan
- Savings bonds

## HOW TO APPLY



If you are interested in employment with the Florida Department of Revenue, you must use the State of Florida Employment application. We accept applications for currently advertised positions only, and a separate application is necessary for each vacancy.

We advertise current job opportunities online at <http://peoplefirst.myflorida.com> under the heading "REV – Revenue." Fill out the application completely and accurately, and include all previous experience, training, education, and any special skills you may have.

To find out more about rewarding career opportunities with the Florida Department of Revenue, please call 850-488-2639 or write:

Human Resource Services  
Recruitment and Selection  
501 South Calhoun Street  
Carlton Building Room 343  
Tallahassee, Florida 32399-0100

The Florida Department of Revenue is an Equal Opportunity and Affirmative Action Employer. Revenue promotes diversity in its recruitment and selection process. If you are disabled and taking part in the application and selection process, please notify the hiring authority in advance if you need an accommodation. The State of Florida does not tolerate violence in the workplace.

