



Full-time employees are eligible for ...

DHSS EMPLOYEE BENEFITS

VACATION: Generally accrue 15 days per year for beginning employees.

SICK LEAVE: Generally accrue 15 days per year for beginning employees.

HOLIDAYS: 12 holidays per year.

RETIREMENT: Employees new to state government hired after January 1, 2011 have a 4% self contribution and 96% state contribution rate and will be vested after 10 years of service. Employees with previous MOSERS service credit prior to January 1, 2011 are funded 100% by the state and are vested after 5 years of service.

BASIC LIFE INSURANCE: State pays for coverage equal to one times annual salary.

OPTIONAL LIFE INSURANCE: Employee may purchase up to six times their annual salary.

SPOUSE LIFE INSURANCE: May purchase up to \$100,000.

CHILDREN LIFE INSURANCE: May purchase \$10,000 for each child at the cost of \$2.00 per month, regardless of the number of children.

LONG TERM DISABILITY INSURANCE: No Cost coverage; premiums paid by employer.

HEALTH PLANS: Several employer subsidized plans available.

DENTAL PLANS: State sponsored plans available statewide.

EMPLOYEE ASSISTANCE PROGRAM: Provides free counseling services, financial guidance, legal advice and referral, and identity theft resolution.

TAX DEFERRED SAVINGS PLAN: A voluntary defined contribution plan which offers all state employees the opportunity to save for retirement with before-tax money.

CAFETERIA PLAN: All eligible State-sponsored insurance premiums will be deducted pre-tax from paycheck unless employee actively opts-out of the program during enrollment. This plan also provides employee-determined spending accounts for flexible medical and dependent care benefits.

FLEXIBLE WORK SCHEDULES: Availability dependent upon position and office coverage