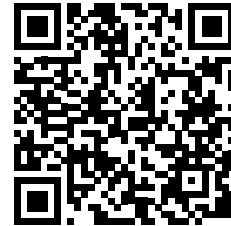




Working for the state is more than a paycheck. The State's total compensation package for employees features an outstanding set of employee benefits that are worth about 30% of your salary.

<http://humanresources.vermont.gov/benefits-wellness>



HEALTH/DENTAL/LIFE INSURANCE

Several health plans are available to meet the specific needs of you and your family. The State covers 80% of the premium costs. Employees may continue health coverage as an eligible retiree. Dental coverage for employees and their families is provided at no cost. Life Insurance is available to employees at very low group rates.

VACATION AND LEAVE

State employees receive 11 paid holidays each year. Full-time employees receive between 12 and 24 vacation days per year, depending on length of service, and 12 days of sick leave. Part-time employees receive vacation and sick leave based on hours worked. Other leave options include personal, military, educational and family/medical leave.



TUITION REIMBURSEMENT

For employees pursuing further post secondary or graduate level education, the State offers a Tuition Reimbursement Program. Employees could receive up to 80% of tuition cost, maximum reimbursement of \$350 per credit, for as many as 12 credits in a fiscal year.

FLEXIBLE SPENDING ACCOUNT

The State's Flexible Spending Account Plan allows you to deposit money on a pre-tax basis into an account that you can then use for reimbursement of out-of-pocket medical/dental expenses and/or work-related elder or child care expenses.





EMPLOYEE ASSISTANCE PROGRAM

This program provides free, confidential counseling for work, personal or family problems.

CHILD/ELDER CARE

- Child Care Resource and Referral: A telephone help line offering enhanced services to all State employees free of charge.
- Child Care Cost Reimbursement Program: This program helps income-eligible State employees defray some of the high costs of child care.
- Elder Care Expense Reimbursement Program: This program provides reimbursement for some of the costs associated with Elder Care.



WELLNESS PROGRAM

The program supports the State of Vermont employees with health and wellness resources that include wellness screenings, wellness coaching, wellness challenges, flu vaccination clinics, and health & wellness workshops and classes.

FLEXIBLE WORK SCHEDULES

While most employees work a forty-hour workweek, with a standard schedule of 7:45 a.m. to 4:30 p.m., Monday through Friday, many agencies offer flexible work schedules.



RETIREMENT

The Vermont State Employee Retirement System is a pension plan. Under this defined benefit plan, employees and the State make contributions to the trust fund. Retirement income is based on your final average salary and credited years of service when you retire.

DEFERRED COMPENSATION (457 PLAN)

Through the convenience of payroll deduction, you may invest part of your income in a tax-deferred, self-directed investment program.

