



# EMPLOYEE BENEFITS



## WORK/LIFE INTEGRATION

- Paid Time Off
  - 3 Weeks Annual Leave
  - 3 Weeks Sick Leave
  - 13 Holidays
- Paid Parental Leave (Up to 6 weeks)
- Flexible Work Options

## HEALTH & WHOLENESS

- Medical / Dental / Vision / Prescription Coverage
- Employee Wellness Activities / Incentive Programs
- Employee Assistance Program
- 24/7 Teladoc Service



## FINANCIAL WELLNESS

- Student Loan Forgiveness
- Employee Discounts (AT&T, Dell, travel, and others)
- Variety of Pre-Tax Flexible Benefits and Retirement Plans
- Pension After 5 Years
- Paid Life Insurance



## WE CARE

- 15 Days Paid Military Leave
- Paid Disaster Relief Leave
- Community Service Charity Walks/Events
- Missouri Mentoring Initiative with Big Brothers Big Sisters



## Paid Time Off

### Annual Leave

Years of Service	Hours Earned Monthly
Up to 10 Years	10 hours
10 —15 years	12 hours
15+ years	14 hours

### Sick Leave

10 hours per month—3 weeks per year

### Other Paid Leave

13 Paid Holidays  
Parental Leave up to 6 weeks

[Types of Leave Available to State Team](#)

## PLUS:

- [Military Leave](#)
- [Disaster Relief Leave](#)
- [Strive for Wellness](#)
- [Wondr Health](#)
- [Employee Assistance Program](#)
- [Student Loan Forgiveness](#)
- [Employee Discounts](#)
- [Pre-Tax Retirement Plans](#)

## Health Insurance

Missouri Consolidated Health Care Plan (MCHCP) oversees the medical and pharmacy plans for state and some local government employees. Benefits also include prescription drugs, 100% coverage for preventative care, including the Wondr Health weight management, Diabetes Support Services, and access to a nationwide network of providers. Optional vision and dental insurances are offered to benefit eligible employees as well.

[Missouri Consolidated Health Care Plan](#)

## Pension

An employee who works five years of credited services becomes vested and are eligible to receive a pension at the age of 62. If employment continues beyond five years, the Rule of 90 may apply. The Rule of 90 allows an employee to retire as early as age 55 if they have 5 years of credited service and their age plus credited service equals 90.

[Missouri State Employees Retirement System](#)

## Pre-Tax Flexible Benefits

Health, dental, and vision insurance premiums can be deducted from your salary prior to taxes being applied. The State of Missouri also offers several reimbursement accounts. With reimbursement accounts, money can be set aside for health care expenses and dependent care without being taxed. Qualified transportation expenses can also be used pre-tax.

[Missouri State Employees' Cafeteria Plan](#)