



EMPLOYEE BENEFITS

WORK/LIFE INTEGRATION

- Paid Time Off
 - 3 Weeks Annual Leave
 - 3 Weeks Sick Leave
 - 12 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

- 12 Paid Holidays
- Parental Leave up to 6 weeks

<https://oa.mo.gov/personnel/state-employees/employee-benefits/leave-general-information>

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 preventive care, including the Naturally Slim weight management program, Diabetes Support Services, Teladoc phone or video doctor visits, and access to a nationwide network of providers. Optional vision and dental insurance are offered to benefit eligible employees as well.

<http://www.mchcp.org/>

Plus:

- [Military Leave](#)
- [Disaster Relief Leave](#)
- [Mentoring Initiative](#)
- [Strive for Wellness](#)
- [Naturally Slim](#)
- [Employee Assistance Program](#)
- [24/7 Teledoc](#)
- [Student Loan Forgiveness](#)
- [Employee Discounts](#)
- [Pre-Tax Retirement Plans](#)

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.

<https://www.mosers.org/>

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 the 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.

<http://www.mocafe.com/>