

## SOME OF THE BENEFITS OF WORKING IN LOUISIANA STATE GOVERNMENT

- **Competitive Salaries**

Opportunities are available to move up in state government through the state's classified system. Employees whose work performance is satisfactory and above are eligible to earn annual "merit increases" of 4%. After attaining permanent status, employees who are eligible for promotions can earn 7-14% pay increases based on the position levels.

- **Holidays**

State employees observe 10 legal holidays a year or more. Those required to work on holidays receive holiday compensation.

- **Earned Annual and Sick Leave**

The rate of leave earning goes up according to an employee's years of service:

<u>Service Time</u>	<u>Hours Earned Per 80 Hour Pay Period</u>	<u>Approx. Days/Year Earned Annual Leave</u>	<u>Approx. Days/Year Earned Sick Leave</u>
1-3 Years	3.6880	12 Days	12 Days
3 Years	4.6080	15 Days	15 Days
5 Years	5.5360	18 Days	18 Days
10 Years	6.4560	21 Days	21 Days
15 Years	7.3840	24 Days	24 Days

- **Retirement**

Employees contribute 7½% of their salary to the Louisiana State Employees Retirement System (LASERS). Retirees draw a retirement salary for life and eligibility for retirement is as follows:

***30 years of service at any age***

***25 years of service at age 55***

***10 years of service at age 60***

Max retirement benefit is 2.5% of final avg. compensation for every year of creditable service.

- **Health Insurance Plan Year 2003-04**

**Monthly Cost to Employees**

	<b>MCO</b>	<b>HMO</b>	<b>PPO</b>	<b>HMO</b>	<b>EPO</b>	<b>EPO</b>
	<b>Fara</b>	<b>OHP</b>	<b>OGB</b>	<b>Vantage</b>	<b>United</b>	<b>OGB</b>
<u>Coverage</u>	<u>Statewide</u>	<u>Region 6**</u>	<u>Statewide</u>	<u>Region 9</u>	<u>Region 6</u>	<u>Statewide</u>
Single	\$ 70.82	\$ 77.64	\$ 97.02	\$ 100.26	\$164.94	\$164.94
W/Spouse	195.26	207.48	267.50	233.84	395.06	395.06
W/Children	104.90	113.20	143.70	283.14	227.98	227.98
Family	218.12	231.34	298.82	319.90	437.34	437.34

- Optional Tax Sheltering Plan for Eligible Insurance Premiums Available
- Optional Tax Deferred Retirement Savings Plan (457 Plan) is Available
- Educational Opportunities Available (In-House Training and Comprehensive Public Training Program)

***\*\* HMO OHP available statewide except Region 9. Region 6 is B.R. Prices vary by Region.***