

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

<u>Coverage</u>	<u>MCO</u>	<u>HMO</u>	<u>PPO</u>	<u>HMO</u>	<u>EPO</u>	<u>EPO</u>
	<u>Fara</u>	<u>OHP</u>	<u>OGB</u>	<u>Vantage</u>	<u>United</u>	<u>OGB</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.***