

# STATE OF CONNECTICUT EMPLOYEE BENEFITS



# VACATION LEAVE



- New employees are entitled to 12 vacation days per year. Vacation accrues at the rate of one day for every full calendar month worked.
- Unused time accumulates year to year to a maximum of 60 days.



# SICK LEAVE



- New employees are entitled to 15 sick days per year. Sick leave accrues at the rate of one and one quarter day (1 1/4) for every full calendar month worked.
- Unused sick time accumulates year to year.



# PERSONAL LEAVE

- State employees are also granted three personal days per year. These days must be taken by the end of the year or they are forfeited.



# FUNERAL LEAVE

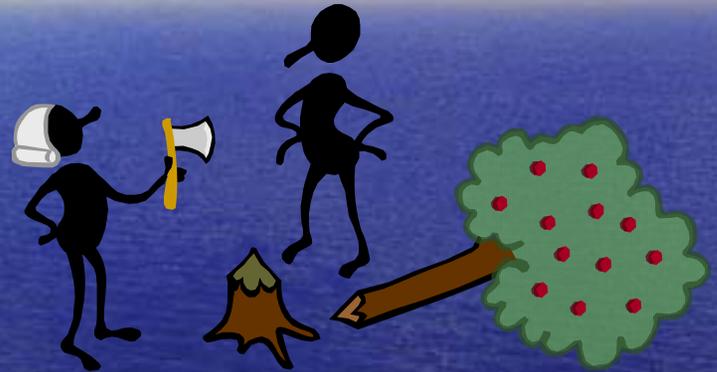


Employees are allowed up to 3 days per occasion for a death in the immediate family.

Three additional days per year are allowed to attend the funerals of non-immediate family and friends.



# HOLIDAYS



- State employees are granted 12 paid holidays per year.



# JURY DUTY



Employees continue to receive their regular salary and benefits if summoned to jury duty.



# MILITARY LEAVE



Employees who are members of a National Guard Unit or Reserve Unit are entitled to up to 3 weeks of paid leave time per calendar year to attend annual training or for emergencies.



# MEDICAL INSURANCE



- Choice of several plans.
- Covers employee and eligible dependents.
- Effective the first of the month following the first full calendar month of employment.
- Some plans require a co-pay.



# DENTAL INSURANCE



- Choice of two plans to choose from.
- Covers employee and eligible dependents.
- Effective the first of the month following the first full calendar month of employment.



# GROUP LIFE INSURANCE



Optional Group Life Insurance is available to permanent employees. Coverage is based on your annual salary up to a maximum amount. Coverage is term insurance and terminates if you leave state service.



# DISABILITY INSURANCE



Long-term and short-term disability insurance is available to full-time active employees as an option. It covers loss of income from a disability due to an accident or illness.



# COBRA Insurance

In accordance with the Consolidated Omnibus Budget Reconciliation Act of 1985, the state offers continuation of health insurance coverage at group rates due to certain qualifying events such as termination, divorce, or death. Employees, their spouses, and eligible dependents may qualify for continuation of health insurance at a group rate, for 18, 29, or 36 months, depending on the qualifying event. Premiums are billed directly to the employee by the insurance carrier.



# DEPENDENT CARE ASSISTANCE



Allows employees to set aside pre-tax dollars in order to be reimbursed for dependent care expenses incurred during the year. Excess dollars set aside and not used are lost.



# AUTO/HOMEOWNER'S INSURANCE



Available to full-time, active employees or retirees.



# Long-Term Health Care Insurance



Full-time, active employees and retirees can obtain protection against the cost of long-term health care at home or in a convalescent hospital. This group policy has been approved by the Connecticut Partnership.



# Universal Life Insurance

Full-time, active employees, and retirees who want to supplement their life insurance coverage may purchase Universal Life Insurance coverage through an approved state carrier.



# Longevity Pay



State employees with permanent status, who have completed at least ten (10) full years of state service are eligible to receive a semi-annual lump sum longevity payment. The amount of the check is based on your length of service and salary group as of April 1 or October 1 of the current year.



# Deferred Compensation



All state employees have the option of deferring a portion of their taxable income with one of the financial service organizations, approved by the State Comptroller, through payroll deduction. Under current regulations, you may defer up to the approved limit of your annual salary.



# Employee Credit Union



As a state employee,  
you are eligible to join  
the State Employee's  
Credit Union.



# U.S. Savings Bonds



Employees may purchase Series EE U.S. Savings Bonds in denominations of \$100, \$200, \$500, \$1,000 and \$5,000 through payroll deduction. The price of a bond is one half (1/2) the face value of the bond. Bonds earn variable interest rates. At maturity, you are guaranteed at least the face value of the bond.



# TUITION REIMBURSEMENT



- Available for graduate and undergraduate degrees.
- Available to all permanent employees.
- Funds determined by bargaining unit.
- Funds are on a "first come - first served" basis.



# Retirement



The state provides retirement benefits to all eligible employees based on your collective bargaining unit and date of hire. After completing 5 years of state service you become vested in the state retirement system and eligible for a pension. All employees hired into state service after July 1, 1997 become members of the Tier IIA plan and contribute 2% (normal) or 5% (hazardous duty) of their pay towards retirement.



Why should YOU think about  
a career with the Department  
of Children and Families?



We Need You

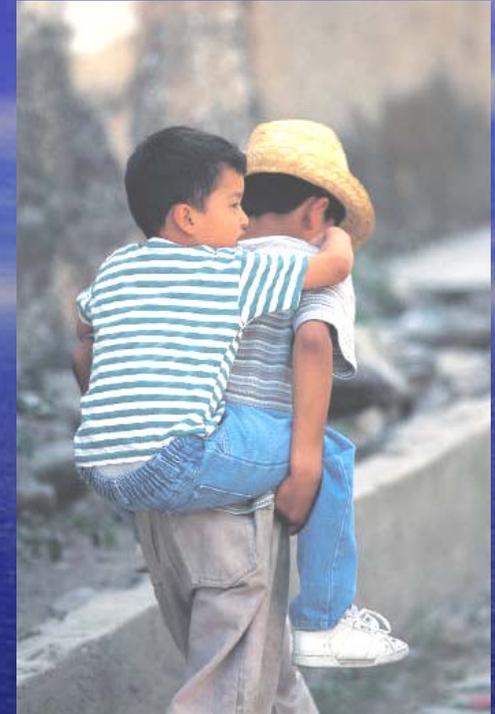
Our Children Need You

You Can Make A Difference





"WE



NEED



YOU"



THINK ABOUT A  
CAREER WITH OUR  
AGENCY

THE CONNECTICUT  
DEPARTMENT OF  
CHILDREN AND  
FAMILIES



The Department of Children and Families is an Equal Opportunity Employer and we encourage women, minorities, disabled persons, older workers, and all protected classes to apply.

Positions with the Department shall be filled in accordance with established reemployment, SEBAC, transfer and promotional obligations.

