

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. Classified 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 position levels. Unclassified salaries are determined by law.

- **Holidays:**
State employees observe 9 legal holidays a year or more. Those required to work on holidays receive holiday compensation.

Statutory Holidays

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|---|------------------------------|
| New Year's Day | Fourth of July |
| Inauguration Day (Baton Rouge only – every 4 years) | Labor Day |
| Martin Luther King Day | Election Day (Every 2 Years) |
| Mardi Gras Day | Veterans Day |
| Good Friday | Thanksgiving Day |
| | Christmas Day |

(In addition, there may be declared holidays granted by the Governor.)

- **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 8% 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:
5 years of service at age 62, 20 years at any age, actuarially reduced
Max retirement benefit is 2.5% of final avg. compensation for every year of creditable service. Additional information located at www.lasersonline.org.

- **Life Insurance:**
Basic (\$5,000) and Basic plus Supplemental Plans (up to \$50,000) are available for employees and dependents through Prudential Insurance. Costs vary, based on salary, age, and personal choices.

- **Deferred Compensation Plan (457 Plan):**
Optional tax deferred savings plan is administered by Great-West/Benefits Corp. Inc. Broad range of investment options available. Maximum contributions per year: \$18,000 or 100% of includible compensation (gross wages paid minus deferred retirement contributions) whichever is less; age 50+, \$24,000. Additional information located at www.louisianadcp.com.

- **Flexible Benefits Plan:**
Optional plan available for sheltering eligible insurance premiums.

- **Educational Opportunities:**
In-house training and Comprehensive Public Training Program (CPTP) available for all employees.