

State of Mississippi

State Employee Benefits

Public Employee Retirement System – Every active employee participates in the Public Employee Retirement System. You will contribute 7 ¼ % and the agency will contribute 9 ¾% of your salary into a retirement account. Your contributions are tax-exempt until you draw your money out. After four years, you will become vested in the retirement system. You may withdraw your contributions when or if you leave state employment.

State Health/Life Insurance – Health insurance for state employees is free. You may enroll your spouse for \$193.00 per month, your children for \$145.00 per month, or your full family for \$290.00 per month. The plan has a \$350 deductible as long as you stay in the AHS network. Life insurance costs \$0.15 per thousand and is based on double your annual salary rounded to the next highest thousand. The minimum life insurance policy is \$30,000 and the maximum life insurance is \$100,000.

Cafeteria Plan – The plan allows you to exempt your payroll deducted premiums from federal, state and social security taxes. These premiums include health insurance, life insurance and dental insurance. You may also open tax-exempt accounts for dependant daycare or unreimbursed medical expenses.

Dental Plan – Dental insurance is provided to state employees. Oral examinations (one each six months) are 100% covered by the plan. Coverage for a single state employee is \$20.56 per month. You may enroll your spouse for \$43.20 per month, your child for \$41.48 per month or your full family for \$61.62 per month.

Deferred Compensation Plan – Deferred compensation is a supplemental retirement saving plan, which is offered through the Public Employees' Retirement System. You pay no federal or state income taxes on contributions to Deferred Compensation until withdrawal.

Direct deposit of your check is available, but you must keep a minimum balance of 20 hours of personal leave.

Employees accrue 12 hours of personal leave and 8 hours of medical leave per month during the first 3 years of state service. From 37 months until 8 years, employees accrue 14 hours of personal leave and 7 hours of medical leave per month. From 97 months to 15 years, employees accrue 16 hours of personal leave and 6 hours of medical leave per month. Over 15 years, employees accrue 18 hours of personal leave and 5 hours of medical leave per month.

Also available on payroll is a cancer policy, ICU coverage and a credit union you may join.