

STATE OF MISSISSIPPI
Summary of State Employee Benefits

State Health Insurance

Health insurance for state employees is free. You may enroll your spouse and/or children for additional money. Please see the attachment for current rates effective July 1, 2001. The plan has a \$450 deductible as long as you utilize the AHS network providers.

State Life Insurance

Life insurance is available to state employees at the rate of \$0.15 per thousand. It is based on double your annual salary rounded to the next highest thousand. The minimum life insurance policy is \$30,000 and the maximum is \$100,000.

Dental Plan

State employees are provided with the option of choosing dental insurance coverage. Current cost coverage for a single state employee is \$20.56 per month, \$43.20 for employee and spouse, \$41.48 for children or \$61.62 for your full family. Oral examinations (one every six months) are covered at 100% by this plan.

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. After four years, you will become vested in the retirement system. Your contributions are tax-exempt until you draw your money out. You are eligible for full retirement benefits after 25 years of service or you may withdraw your contributions when or if you leave state employment.

Deferred Compensation Plan

Deferred compensation is a supplemental retirement savings plan, which is offered through the Public Employees Retirement System. Contributions to deferred compensation are exempt from federal and state income taxes until withdrawal.

Personal/Medical Leave

During the first three years of state service, employees accrue 12 hours personal and 8 hours medical leave per month. From four to eight years of state service, employees accrue 14 hours personal and 7 hours medical per month. From nine to fifteen years, employees accrue 18 hours personal and 5 hours of medical per month. You are not required to use this time as it will continue to accumulate until you leave state employment.

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

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