STATE EMPLOYEE BENEFITS HIGHLIGHTS

As an employee of the Oklahoma State Department of Health, you become a part of an agency that is committed to providing quality health services to Oklahoma citizens. All full-time eligible employees receive a wide variety of benefits, making your overall compensation package more than just a paycheck!

Total Compensation for a Single Employee with an Annual Salary of $45,000*

*FOR ILLUSTRATIVE PURPOSES ONLY.

CASH COMPENSATION	
Annual Base Salary	$45,000
Longevity Payment (**See back)	$250
TOTAL CASH COMPENSATION	**$45,250**
STATUTORY BENEFITS	
Social Security	$3,443
Unemployment Insurance Premium	$135
Workers' Compensation Premium	$675
BENEFITS — STATE'S COST	
Benefits Allowance	$7,692
State Retirement	$2,700
TOTAL COST OF BENEFITS	**$10,392**
SUMMARY	
Annual salary (including longevity)	$45,250
Cost of Benefits	$10,392
TOTAL COMPENSATION	**$55,642**

(NOT INCLUDED IN TOTAL COMPENSATION)

PAID TIME OFF: (valued at the hourly rate)	
Annual Leave (15 days/year)	$2,596
Sick Leave (15 days/year)	$2,596
Holiday Leave (11 days/year)	$1,903
TOTAL (***See back for Cumulative Service)	**$7,095**

INSURANCE — Each employee receives an annual benefit allowance in addition to salary, ranging from $7,692 for employee only to $20,136 for employee, spouse and children to purchase insurance. Any benefit allowance not spent on the mandatory core benefits may be used to purchase optional insurance or added to the employee's pay.

RETIREMENT — Your employee contributions to Pathfinder are 100% vested from Day 1. You become progressively vested in the matching employer contributions 20% each year, reaching 100% vested after 5 years.

Contact: Human Resources
Oklahoma State Department of Health
1000 NE 10th Street
Oklahoma City, OK 73117-1299
Phone: (405) 271-4171
https://www.ok.gov/health/Careers_HR/

CAREERS IN PUBLIC HEALTH
OKLAHOMA STATE DEPARTMENT OF HEALTH

STATE EMPLOYEE BENEFITS HIGHLIGHTS

PAID HOLIDAYS—11 Paid Holidays

ANNUAL LEAVE—Full-time state employees accrue annual leave at the same rate up to 15 days per year with 60 day limit.

SICK LEAVE—Full-time state employees accrue sick leave at the same rate up to 15 days per year with no accumulation limit.

ENFORCED LEAVE—Time used for illness, injury or death of immediate family members. Enforced leave is charged against the sick leave balance. No more than 80 hours may be used in a calendar year.

MILITARY LEAVE—30 days per federal fiscal year when ordered to military service or duty.

FAMILY MEDICAL LEAVE—Employees with more than 12 months of full time service and a minimum of 1,250 hours worked are allowed up to 12 weeks paid and/or unpaid time off in a 12 month period for qualifying events.

LEAVE SHARING—Permanent employees who have exhausted all sick and annual leave due to a personal (or a relative or household member) serious or life-threatening illness or injury, are eligible to receive annual or sick leave donated by other state employees upon approval of the agency appointing authority.

PREMIUM CONVERSION—Employees may elect to pay for qualifying insurance coverage(s) before taxes are deducted which lowers taxable income.

REIMBURSEMENT ACCOUNTS—Put money aside pre-tax to pay for eligible expenses such as medical deductibles and child care expenses.

WELLNESS PROGRAM—Designed to promote the health and well-being of employee and their dependents. Participation is voluntary.

EMPLOYEE ASSISTANCE PROGRAM—EAP provides limited counseling to employees and their family members with medical, financial, and personal issues.

VOLUNTARY PAYROLL DEDUCTIONS—Payroll deductions are available for a variety of insurance, financial institutions, and associations.

HEALTH/DENTAL—Depending on geographic location, several plans may be available. The cost varies by provider.

LIFE—Basic life includes $20,000, Dismemberment doubles the amount to $40,000 if the employee's death is the result of an accident.

DISABILITY—Short- and Long-term coverage is provided when off work due to a qualifying event. The plan pays 60% of the employee's salary not to exceed the established plan maximum.

OPTIONAL INSURANCE
Vision
Additional employee life
Dependent life

CUMULATIVE SERVICE***

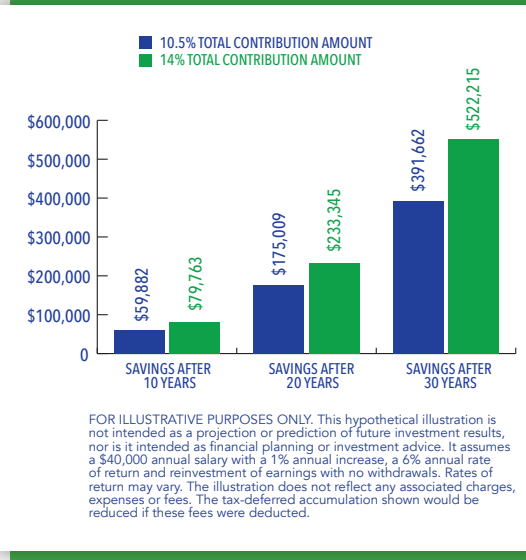
Years of Cumulative Service	Annual Leave Accrual Rates/ Year	Limits
0-5 years	15 days	30 days
5-10 years	18 days	60 days
10 -20 years	20 days	60 days
Over 20 years	25 days	60 days

LONGEVITY PAYMENT**

Years of Service	Annual Payment
> 2 years but< 4 years	$250.00
> 4 years but < 6 years	$426.00
> 6 years but < 8 years	$626.00
> 8 years but < 10 years	$850.00
> 10 years but < 12 years	$1,062.00
> 12 years but < 14 years	$1,250.00
> 14 years but < 16 years	$1,500.00
> 16 years but < 18 years	$1,688.00
> 18 years but < 20 years	$1,900.00
At least 20 years*	$2,000.00

**For each additional two years over 20 years, $200 will be added to the $2,000.00.*

Oklahoma Pathfinder Retirement — A defined contribution plan retirement savings program administered by OPERS. Under this plan, members will choose a contribution rate which will be matched by their employer up to 7%, and members will have the freedom to select and change their investments.



FOR ILLUSTRATIVE PURPOSES ONLY. This hypothetical illustration is not intended as a projection or prediction of future investment results, nor is it intended as financial planning or investment advice. It assumes a $40,000 annual salary with a 1% annual increase, a 6% annual rate of return and reinvestment of earnings with no withdrawals. Rates of return may vary. The illustration does not reflect any associated charges, expenses or fees. The tax-deferred accumulation shown would be reduced if these fees were deducted.

Pathfinder is a defined contribution retirement savings program composed of a 401(a) Plan for mandatory contributions and a 457(b) Plan for additional voluntary contributions. Your mandatory 401(a) Plan contribution is 4.5% of your annual salary, and your employer helps put you on a positive path to retirement by contributing an additional 6%. In addition, you can receive another 1% employer-matching contribution when you make a voluntary contribution of 2.5% to the 457(b) Plan.

The Oklahoma State Department of Health (OSDH) is an equal opportunity employer and provider. This publication, issued by the OSDH, was authorized by Terry L. Cline, PhD, Commissioner of Health, Secretary of Health and Human Services. A digital file has been deposited with the Publications Clearinghouse of the Oklahoma Department of Libraries. Copies have not been printed but are available for download at www.health.ok.gov. | November 2017 | Graphic Design: Gayle L. Curry | 17194HR