

State Employee Benefits - from health insurance to retirement income

Benefits

The following benefits are available, according to the provisions of the union contract or plan applicable to your employment:

- Vacation leave - Full-time employees receive between 13 and 29 days per year, depending on length of service. Part-time employees receive vacation leave based on hours worked.
- Sick leave - Full-time employees receive 13 days per year. Part-time employees receive sick leave based on hours worked.
- Paid holidays - You receive 10 scheduled holidays and one floating holiday each year.
- Health and dental insurance for you and your eligible dependents.
- Life and accidental death and dismemberment insurance.
- Disability insurance.
- Long term care insurance - In addition to you, your spouse and your parents may also qualify to purchase coverage through the group plan.
- Pre-tax accounts - These allow you to pay certain expenses with money taken from your pay before it is taxed. Because you are taxed less, the amount you take home may be more. You can establish pre-tax accounts for:
 - Dependent care expenses
 - Health and dental insurance premiums
 - Medical and dental expenses
 - Parking and transit costs
- Retirement - Both you and the state contribute toward your retirement fund.
- Deferred compensation - You may invest part of your income in a tax-deferred investment program and may qualify for an employer contribution.

Other services and activities available

- Employee Assistance Program - This program provides free, confidential counseling for work, personal and family problems.
- State Employee Health Promotion Program - This program can help you improve and maintain your health.
- [Affinity Plus Federal Credit Union](#) - You are eligible to join this credit union, which offers savings and checking accounts, direct deposit, VISA credit cards, loans and a discount car program.
- [Hiway Federal Credit Union](#) - You are eligible to join this credit union, which offers savings and checking accounts, direct deposit, VISA credit cards, loans and a discount car program.
- [State Employees Incorporated](#) (SEI) - This non-profit social organization sponsors many events. Through SEI, you may obtain discounts for movie theaters, Happenings coupon books, Rapid Oil Change, United Buying Service, Valleyfair, Disneyland, Disneyworld, Renaissance Festival, Minnesota State Fair and more.