

Working for the Commonwealth has its benefits. Plenty of them. From state police officers to wildlife biologists to nurses to computer specialists, the Commonwealth offers nearly 3,000 different kinds of jobs located throughout the state. This wide variety allows you to grow with a single employer without having to sacrifice health, leave and pension benefits.

What motivates you? Caring for the environment? Working with entrepreneurs? Making sure children succeed? Helping communities cope with disaster? Building a sweeping bridge span? Balancing the books? You can find a job with the Commonwealth of Pennsylvania that suits your skills, appeals to your values and fits with your lifestyle.



www.employment.state.pa.us lists currently available jobs and can help you apply. The benefits in this brochure are typical for state employees but actual benefits vary from position to position and change from time to time. Visit the website for up-to-date information.

The Commonwealth of Pennsylvania is deeply committed to diversity. An active blend of perspectives, experiences, skills and backgrounds at all levels of state government helps our work to be more informed, stronger and smarter. We urge you to learn more about how your professional talents and skills can help us make Pennsylvania a better place to live, learn, work and play.



Benefits

of working in PA government



www.employment.state.pa.us



SELECTING PUBLIC SERVICE CAN BE A SMART CAREER MOVE. The Commonwealth offers unparalleled opportunities for training, development and career advancement. And most permanent, full-time employees enjoy benefits along these lines:

EXCEPTIONAL MEDICAL BENEFITS

A national benefits assessment report ranks the Commonwealth's medical benefits package as the best of the 800 plans it reviewed. From their first day on the job, employees can choose from a preferred provider organization (PPO), health maintenance organizations (HMOs), and a consumer-driven health plan (CDHP) for medical benefits. Costs and benefits of plans differ, allowing employees to make selections based on what they think is most important.

After six months on the job the Commonwealth provides family coverage as well—during the interim, employees can purchase family coverage. Also after six months, the Commonwealth provides dental, vision, hearing aid, mental health and prescription drug coverage.

Our employees pay an average of \$16.00 per month for health benefits, compared to a national average of about \$165.00.

GENEROUS PAID TIME OFF

The longer an employee works for the Commonwealth, the more leave they earn. Over the course of the first year, paid time off builds up to include a personal day, a week of vacation, more than two weeks of sick leave and about 13 holidays. At 25 years of service, employees can earn as many as 26 vacation days!

The state has many other types of paid time off, too—administrative leave, civil leave and military leave, just to name a few. And, extended unpaid absences are available for sick, parental, family care and military reasons. Health benefits stay in place during many absences.

OUTSTANDING RETIREMENT OPTIONS

The Commonwealth's pension plan provides retirees with a guaranteed level of income to enjoy their retirement years. The benefit for employees who work to full retirement (normally age 60, or 35 total years) is based on years of state service \times final average salary \times 2.5%. Employees who retire before full retirement receive a reduced benefit. An employee who works for 35 years can expect a pension equal to 87.5% of their final average salary—guaranteed for life!

And that's not all. Employees who choose to supplement their retirement savings can realize significant gains by participating in the Commonwealth's deferred compensation program. Deferred comp makes it easy to

take pre-tax dollars directly from their paychecks and invest in any of 11 different options of their choice.

Commonwealth retirees also continue to enjoy exceptional medical benefits. Retirees typically contribute at the same rate as active employees and have the same health benefit options until they qualify for Medicare; Medicare-eligible retirees have choices of Medicare Advantage plans based on the county they live in. The Medicare Advantage plans cover all of the benefits of basic Medicare plus additional benefits that make this coverage equivalent to what non-Medicare retirees receive. Prescription drug coverage also is included for all retirees.

COST-EFFECTIVE, CONVENIENT OPTIONS TO MAKE YOUR LIFE BETTER

Commonwealth employees have 24/7 access to free, confidential counseling services for themselves and anyone in their family. From mental health issues and substance abuse concerns to financial stresses and relationship worries, high-quality, trained professionals are available.

Optional family care and commuter accounts help Commonwealth employees stretch their budgets on a day-to-day basis by ear-marking and deducting pre-tax dollars to pay for necessary expenses such as child care and transit costs.

The Commonwealth has negotiated with several vendors so that employees can buy optional life, disability, long term care, vehicle, homeowner's and renter's insurance at discounted rates through the convenience of payroll deduction.

And Commonwealth employees are eligible to become members of the Pennsylvania State Employees Credit Union, which provides interest-bearing checking accounts, savings accounts, on-line banking, bill pay services and much more...all at no cost to employees. PSECU also typically offers extremely competitive rates on auto, home and other loans.