

# What You May Not Know About Working For The State of California

You may know the State of California employs more than 220,000 Californians from all walks of life. But did you know about some of the outstanding benefits these employees enjoy? Clinicians, health care administrators, and support staff with California Correctional Health Care Services (CCHCS) and the California Department of Corrections and Rehabilitation (CDCR) can take advantage of the benefits described here. When you join our team, you can too!

## Generous Paid Time Off – Holidays, Professional Development Days, Personal Holidays, Sick Leave, and Vacation Leave

The State of California understands the importance of a positive work-life balance. CCHCS/CDCR employees receive a wide variety of paid holidays, personal days, and leave options. Both your sick and vacation leaves are based on tenure and will increase over time!



## Reimbursement Accounts

Life can change in an instant and even with the best of health care plans, some expenses just aren't covered. A **Flex Elect Medical Reimbursement Account** allows you to use pre-tax dollars for medical expenses including co-pays, deductibles, hearing aids, acupuncture, etc. Additionally, with the **Flex Elect Dependent Reimbursement Account** you can set pre-tax funds aside to cover child and/or elder care. No matter where life takes you, with these accounts, you'll be prepared!



## Flexible Work Schedules

Many CCHCS/CDCR worksites offer flexible work schedules that allow employees to maintain a positive work-life balance. Whether you need to make time for family obligations, want to take on a new hobby, or juggle your children's ever-growing list of activities, 4/10 shifts, Regular Days Off (RDO), or part-time opportunities may be just what you're looking for!



## Group Legal Services Insurance Plan

State of California employees enrolled in the Group Legal Services Insurance Plan can rest easy knowing that assistance and answers to any legal questions are just a mouse click or phone call away. For a low monthly premium, you'll have access to a wide range of attorneys who can provide sound legal advice on everything from the creation of wills, estate planning, help in buying a new home, and so much more.



## Retirement Options

While most of us look forward to the idea of retirement, there may be some trepidation as to what the future will hold: How will I fund my retirement? Will I have enough money to cover rising health care costs? Employees with the State of California have many options to ease these worries:

### *State of California Pension*

Vesting after just five years, this defined benefit plan will provide secure income based on your salary and years of State Service.

### *SavingsPlus – 401(k) and 457 Plans*

In addition to the money regularly set aside in your pension, you'll also be able to open and fund both 401(k) and 457 accounts to further grow your retirement income.

### *Health Premium Vesting*

With medical expenses on the rise, State of California employees can rest easy knowing that they'll have help defraying the cost of health care premiums after retirement! Employees with 10 years of tenure in State Service get 50% of the employer's share of health care premiums covered. After 10 years of service, you'll receive an additional 5% of coverage with each additional year spent with the State of California. After 20 years of State Service, the State of California pays 100% coverage of the employer's share of your health care premiums!

\*Custody Officers, Engineers, Scientists, and Craft and Maintenance employees receive this tiered coverage at 15 and 25 years of State Service



These are just a few of the benefits of working with the State of California! For information about CCHCS/CDCR, professional opportunities, and to apply online, please visit: [www.cchcs.ca.gov](http://www.cchcs.ca.gov) today!

