



## **GDEcD Benefits Package**

The Georgia Department of Economic Development (GDEcD) offers an attractive benefits package, including:

- Paid Vacation Time: Annual leave is earned at 10 hours per month (three (3) weeks paid vacation annually) upon employment. At 5 years of service, accrual increases to 12 hours per month (3.6 weeks per year), and at 10 years accrual increases to 14 hours per month (4.2 weeks per year).
- Paid Sick Leave: 10 hours of sick leave per month is earned for the duration of employment.
- Paid Parental Leave: 6 weeks of paid leave annually for the birth of an employee's child, or the placement of a minor with the employee for adoption or foster care.
- Thirteen (13) paid holidays annually.
- Cafeteria benefit plan which includes:
  - Choice between High Deductible, Health Maintenance Organization (HMO) or Health Reimbursement Account (HRA) Health Insurance Plans
  - Life Insurance
  - Accidental Death and Dismemberment
  - Flexible Spending Accounts (medical & child care)
  - Legal Insurance
  - Dental Insurance
  - Vision Insurance
  - Short and Long Term Disability Insurance
  - Long Term Care Insurance
  - Specified Illness Plan
- Combination Defined Benefit Pension Plan/401(k) match for retirement. Match for the 401(k) is 100% of first 5% contributed after 5 years of service, the match increases by a half-percent (0.5%) per additional year of service until year 13 for employees contributing at least 5%. The maximum match at year 13 is 9% for employees contributing 5%. Employees vest in the 401(k) plan at a rate of 20% per year for the first 5 years and are fully vested at 5 years of service. For the Defined Benefit Plan, employees contribute 1.25% and are vested at 10 years of service. [Click here](#) for more information.
- 457 Deferred Compensation Plans (managed by Aon Hewitt) for additional employee-funded retirement savings.
- Training and development opportunities.
- Credit Union (for more information, see: <http://www.gucu.org>)
- Discounts: State employees are eligible for discount offers for travel, attractions, technology, events and more! Visit <http://team.georgia.gov/discounts/> for more information.