



VERMONT



A Paycheck and So Much More...

The State of Vermont offers an excellent total compensation package with health benefits designed to meet your needs, improve your quality of life, and help balance your responsibilities at home and work.

Where **you** and your work matter

View our current openings and apply at:
Careers.Vermont.Gov



A Bright Future...

Advance your potential and quality of life. State services are only as good as the people who deliver them. That is why the State of Vermont values a diverse, competent, and committed workforce.

HEALTH/DENTAL/LIFE INSURANCE



Several health plans are available to meet the specific needs of you and your family. The State covers 80% of the premium costs. Employees may continue health coverage as an eligible retiree. Dental coverage for employees and their families is provided at no cost. Life Insurance is available to employees at very low group rates.

VACATION AND LEAVE



State employees receive 11 paid holidays each year. Full-time employees receive between 12 and 24 vacation days per year, depending on length of service, and 12 days of sick leave. Part-time employees receive vacation and sick leave based on hours worked. Other leave options include personal, military, educational and family/medical leave.

FLEXIBLE SPENDING ACCOUNT



The State's Flexible Spending Account Plan allows you to deposit money on a pre-tax basis into an account that you can then use for reimbursement of out-of-pocket medical/dental expenses and/or work-related elder or child care expenses.

EMPLOYEE ASSISTANCE PROGRAM



This program provides free, confidential counseling for work, personal or family problems.

CHILD CARE



Employees have access to a free service for information and referrals to childcare providers. In addition, based on eligibility criteria, a direct cash reimbursement of up to \$1,000.00 for work-related child expenses is available.

WELLNESS PROGRAM



The program supports the State of Vermont employees with health and wellness resources that include wellness screenings, wellness coaching, wellness challenges, flu vaccination clinics, and health & wellness workshops and classes.

FLEXIBLE WORK SCHEDULES



While most employees work a forty-hour workweek, with a standard schedule of 7:45 a.m. to 4:30 p.m., Monday through Friday, many agencies offer flexible work schedules.

RETIREMENT

The Vermont State Employee Retirement System is a pension plan. Under this defined benefit plan, employees and the State make contributions to the trust fund. Retirement income is based on your final average salary and credited years of service when you retire.



DEFERRED COMPENSATION (457 PLAN)

Through the convenience of payroll deduction, you may invest part of income in a tax-deferred, self-directed investment program.

The State of Vermont Offers Careers in:

Human Services - Engineering - Natural Resources - Information Technology Accounting/Finance - Office Support
-Agriculture - Public Health Economic Development - Corrections - Trades - Public Safety ... And many more!