



## STATE EMPLOYEE BENEFITS HIGHLIGHTS

### Total Compensation for a LPN Employee with an Annual Salary of \$58,000

Annual Base Salary	\$58,000
Longevity Payment (**See Back)	\$250
Social Security	\$3,443
Unemployment Insurance Premium	\$135
Workers' Compensation Premium	\$675
Benefits Allowance	\$7,692
State Retirement	\$2,700
Annual Salary + Longevity	\$58,250
Cost of Benefits	\$10,392

**LPN III**  
\$58,000<sub>yr</sub>  
\$27.88<sub>hr</sub>

#### PAID TIME OFF: (Valued at the hourly rate)

ANNUAL LEAVE (15 days per year)	\$2,400
SICK LEAVE (15 days per year)	\$2,400
HOLIDAY LEAVE (11 days per year)	\$1,760

**\$6,560**

**Total Compensation \$75,202**



**OKLAHOMA DEPARTMENT OF  
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**STATE EMPLOYEE PCA/CNA BENEFITS HIGHLIGHTS**

**Total Compensation for a PCA Employee  
with an Annual Salary of \$41,600**

Annual Base Salary	\$41,600
Longevity Payment (**See Back)	\$250
Social Security	\$3,443
Unemployment Insurance Premium	\$135
Workers' Compensation Premium	\$675
Benefits Allowance	\$7,692
State Retirement	\$2,700
Annual Salary + Longevity	\$41,850
Cost of Benefits	\$10,392

<b>PAID TIME OFF:</b> (Valued at the hourly rate)	
ANNUAL LEAVE (15 days per year)	\$2,400
SICK LEAVE (15 days per year)	\$2,400
HOLIDAY LEAVE (11 days per year)	\$1,760
	<b>\$6,560</b>

**PCA/CNA II**  
\$41,600.00<sub>yr</sub>  
\$20.00<sub>hr</sub>

**PCAIII/ACMA**  
\$47,840.00<sub>yr</sub>  
\$23.00<sub>hr</sub>

**Total Compensation \$ 58,802**



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# STATE EMPLOYEE BENEFITS HIGHLIGHTS

**PAID HOLIDAYS**—11 Paid Holidays

**ANNUAL LEAVE**—Full-time state employees accrue annual leave at the same rate up to 15 days per year with a 60 day limit.

**SICK LEAVE**—Full-time state employees accrue sick leave at the same rate up to 15 days per year with no accumulation limit.

**ENFORCED LEAVE**—Time used for illness, injury or death of immediate family members. Enforced leave is charged against the sick leave balance. No more than 80 hours may be used in a calendar year.

**MILITARY LEAVE**—30 days per federal fiscal year when ordered to military service or duty.

**FAMILY MEDICAL LEAVE**—Employees with more than 12 months of full-time service and a minimum of 1,250 hours worked are allowed up to 12 weeks paid and/or unpaid time off in a 12-month period for qualifying events.

**LEAVE SHARING**—Permanent employees who have exhausted all sick and annual leave due to a personal (or a relative or household member) serious or life-threatening illness or injury, are eligible to receive annual or sick leave donated by other state employees upon approval of the agency appointing authority.

**PREMIUM CONVERSION**—Employees may elect to pay for qualifying insurance coverage before taxes are deducted which lowers taxable income.

**REIMBURSEMENT ACCOUNTS**—Put money aside pre-tax to pay for eligible expenses such as medical deductibles and childcare expenses.

**WELLNESS PROGRAM**—Designed to promote the health and well-being of employee and their dependents. Participation is voluntary.

**EMPLOYEE ASSISTANCE PROGRAM**—EAP provides limited counseling to employees and their family members with medical, financial, and personal issues.

**VOLUNTARY PAYROLL DEDUCTIONS**—Payroll deductions are available for a variety of insurance, financial institutions, and associations.

**HEALTH/DENTAL**—Depending on geographic location, several plans may be available. The cost varies by provider.

**LIFE**—Basic life includes \$20,000, Dismemberment doubles the amount to \$40,000 if the employee's death is the result of an accident.

**DISABILITY**—Short- and Long-term coverage is provided when off work due to a qualifying event. The plan pays 60% of the employee's salary not to exceed the established plan maximum.

## OPTIONAL INSURANCE

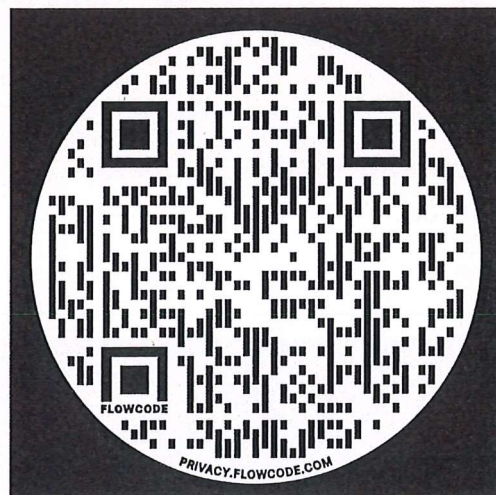
Vision

Additional employee life

Dependent life

**LONGEVITY PAY PLAN**—The state provides a longevity pay system for employees who have been continuously employed with the state for two (2) years in a full-time status.

**EDUCATION AND TRAINING**—ODVA employees have the opportunity for the agency to pay a portion of their tuition and fee expenses on behalf of the employee.



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