

### **The Big Picture**

Permanent employees of the Vermont Judiciary receive competitive wages and are eligible for periodic cost of living increases. In addition, employees may receive "step increases", or other increases in wages, which are based on an employee's longevity.

But there's more than a paycheck. The Judiciary's total compensation package for employees features an outstanding set of employee benefits that are worth about 30% of your salary.

### **Health/Dental/Life Insurance**

Several health plans (most of which include prescription drug, vision care, and mental health/substance abuse benefits) are available to meet the specific needs of you and your family. The Judiciary covers 80% of the premium costs. Dental coverage for employees and their families is provided at no cost after 6 months employment. Employees may continue health and dental coverage as an eligible retiree. Life Insurance is available to employees at very low group rates.

### **Vacation and Leave**

Judicial employees receive 12 paid holidays each year. Full-time employees receive between 12 and 24 vacation days, and 12 to 21 days of sick leave per year depending on length of service. Part-time employees receive vacation and sick leave based on hours worked (minimum 40 hours work per pay period required). Other leave options include personal, military and family/medical leave.

### **Tuition Reimbursement**

For employees pursuing further post secondary or graduate level education, the Judiciary offers full or partial reimbursement for as many as 4 courses per year. Tuition reimbursement is on hold from July 1, 2011 through June 30, 2012 due to budget constraints.

### **Flexible Spending Account**

The 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.

### **Wellness Program**

This program offers free on-site clinics offering health screening and one-on-one health counseling and education.

### **Retirement**

The Vermont State Employee Retirement System is a pension plan. Under this plan, employees and the Judiciary make contributions to the trust fund. Retirement income is based on your final average salary and credited years of service when you retire. A Long-term retirement investment plan (DCP) is also available.

### **Deferred Compensation (457 Plan)**

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