

STATE BENEFITS

We Offer Excellent Benefits

California State benefits may vary depending on applicable labor contract agreements and type of appointment. The following is a general description of benefits that are available to most State civil service employees.

✓	Health Insurance	Select from a variety of comprehensive and low-cost health benefit plans that best meet your family's needs.
✓	Dental Insurance	Select a dental plan that is right for you and your family.
✓	Vision Care Insurance	Automatically enroll into the State's Vision Program.
✓	Retirement Plans	Ensure your retirement by supplementing your State-sponsored pension plan with 401(k) or 457 plan contributions.
✓	Adjustable Work Schedules	We offer adjustable work schedules for many of our positions, based on duties and business needs.
✓	Paid State Holidays	Receive 11 paid State holidays each year.
✓	Paid Personal Holiday	Upon qualification, full-time employees are eligible to receive one day off of their choice each year, with their supervisor's approval.
✓	Sick Leave, Vacation, and Annual Leave	Earn Sick Leave and Vacation credits. Or eligible employees may participate in the Annual Leave program, which replaces traditional Sick Leave and Vacation credits. As your years of State service increase, the Vacation/Annual Leave allowance increases.
✓	Bereavement Leave	Full-time employees are authorized bereavement leave for the death of a person related by blood, marriage, adoption, or for any person residing in the immediate household at the time of death.
✓	Military Leave	You may be allowed to take up to 30 calendar days with pay for Military Leave each year.
✓	Long-Term Care and Legal Insurance Plans	Optional enrollment is available.
✓	Employee Assistance Program	Confidential consultation, assessment, and referrals, as well as support groups, wellness programs, meetings, and seminars, available for both you and your family.
✓	Commute Incentives	Qualify for public transit discounts, transit subsidies, vanpooling, and carpooling.