



## Discover the Benefits of your Career Choice

### Conserving Wildlife – Serving People

The Wyoming Game and Fish Department is committed to rewarding the dedicated, professional employees who make a difference for wildlife and to the general public each and every day. Permanent Employees receive a Total Compensation Package. Balance your work and personal life – personalize your benefits package.

#### Perks at Work

- We offer office flexible schedules for many positions
- Employee discounts from our Online Store
- Casual Dress Attire
- Employee Recognition and Reward Programs
- Leadership Development Training
- The ability to participate in many Wildlife Projects
- Personal Cell Phone and Cell Phone Plans at a reduced rate
- Membership into Meridan Trust Bank

#### Health Insurance, Life Insurance and Flexible Spending Accounts

##### Health Insurance

- State pays \$669.85 (employee only); \$1,017.28 (employee & child (ren)); \$1,329.64 (employee & spouse), \$1,520.00 (family) per month towards insurance for employees.
- In general there is an initial deductible; the State Health Plan pays in-network and in-state providers for covered medical expenses at 80 or 85 percent. This amount may be less, if care is received from an out-of-state non-network provider or if pre-certification is not obtained for in-patient care and out-patient surgery from non-network providers.
- The employee and their dependents have 31 days from date of eligibility to enroll.
- Coverage begins on the first day of the month following employment.
- Various deductibles are available.
- The Plan provides a \$400 wellness benefit for all covered participants.
- The State also offers a Health Savings Account (HSA) option. An HSA is like an IRA for medical care and requires a great deal of thought before electing to participate due to the restrictions and limitations. There are, however, some very attractive aspects to this option for certain individuals. If you think you may be interested, please request additional information on this option.

##### Dental Coverage

There are two dental plans available. The preventive is required with the health plan. The optional dental plan, which provides coverage for restorations and etc., is voluntary.

## Vision Insurance Plan

We offer two vision plans that accommodate most needs.

## Life Insurance

Life insurance and AD&D premiums together vary from \$3.34 to a high of \$14.43 per month, depending on age. Cost increases with age.

- The death benefit is \$50,000 through age 59 and declines afterwards.
- Dependant coverage is \$1.46/mo. for all dependents.
- Additional life insurance is available through the State Retirement System plan. Group term costs \$16.00 per month.

## Flexible Spending Accounts

1. Flexible medical spending has two parts:

- a. Flexible Spending Account allows you to pay for eligible medical insurance premiums on a pre-tax basis, and

2. Reimbursement Accounts

- a. Money from earnings can be set aside, on a pre-tax basis, to pay eligible medical expenses.
- b. Money from earnings can be set aside, on a pre-tax basis, to pay for eligible dependent care expenses.

## Annual Leave Accrual, Sick Leave, Holidays, Retirement and Longevity Pay

### Annual Leave

As a State of Wyoming employee you will earn annual leave based on the number of months you have been employed by the state:

Number of Months Employed	Hours Earned Each Month
1 - 48 months	8 hrs per mo (12 days per yr)
49 - 108 months	10 hrs per mo (15 days per yr)
109 - 168 months	12 hrs per mo (18 days per yr)
169 - 228 months	14 hrs per mo (21 days per yr)
Over 229 months	16 hrs per mo (24 days per yr)

### Holidays

At least nine paid holidays per year

### Sick Leave Accrual

Eight hours per month (12 days per year) for 160 hours per month worked with unlimited accumulation.

### Retirement

- The State employee's retirement program includes both the benefits of the Wyoming Retirement System and Social Security System. The State regular retirement is 11.25% of gross wages and the Peace Officer retirement is 22.35% of gross wages paid at by the agency, employees participating in the regular retirement will be 1.43% of their gross wages.
- An employee becomes fully vested upon completion of four years of service at retirement age.
- Early withdrawal of retirement funds results in forfeiture of employer matching contributions and interest on employer contributions.
- Retirement benefits are based on average of highest three years of salary.
- Wyoming has the "85-Year Rule" in place for full retirement qualification -- your age plus your years of service must equal 85 to qualify for full benefits upon early retirement.

### Longevity Pay

- Longevity pay of \$40 per month after completion of each five years of continuous service.