



# Missouri State Highway Patrol Employee Benefits Information

## INSURANCE:

**Health Insurance:** Health insurance is available for each employee through a choice of plans. New employees will be eligible to become a participant effective on the first day of the next calendar month following date of employment. Additional coverage for family members is available at group rates.

**Life Insurance:** The Patrol provides life insurance equal to one times the employee's annual salary. Additional optional life insurance coverage is available up to six times the employee's annual salary at the employee's expense. Optional insurance plans are also available for family coverage. Additional coverage is available at group rates.

## RETIREMENT AND SAVINGS:

**Retirement:** MODOT & Patrol Employees' Retirement System (MPERS) guarantees a lifetime retirement benefit upon meeting certain age and service requirements. Benefits are calculated from a formula that includes years of service, average high-three consecutive years annual salary, and a percentage. Qualifying employees may purchase military and prior city police department service to increase creditable state service. New state employees employed with the state in a benefit eligible position for the first time on or after January 1, 2011, will be required to contribute 4% of their pay to the retirement system. This is done through payroll deduction.

**Deferred Compensation:** Full-time employees being hired for the first time by the state will be automatically enrolled to contribute 1% of their pay each pay check. By default, employees will be invested in a Missouri Target Date Fund based on their date of birth. By logging into Account Access (through [moderredcomp.org](http://moderredcomp.org), SEBES, or the *Employee Self-Service Portal*) or by calling the Plan Information Line at 800-392-0925, employees can opt-out of this enrollment. If employees opt-out within 30 days of their automatic enrollment, they will receive a refund of any contributions made. Deferred compensation plans are available as a pre-taxed or post-taxed (Roth) deduction. A portion of employee contributions may be matched by the state, which is subject to appropriations.

**Cafeteria Plan:** The Missouri State Employee Cafeteria Plan provides payroll deduction and pretax payments for the following expenses: Child/Dependent Care Expenses, Employee/Dependent Flexible Medical Payments, and State Sponsored Health Insurance Premiums.

**Credit Union:** Various statewide Highway Credit Unions are cooperative group organizations for Department of Transportation and Highway Patrol employees. Some of the services provided by these credit unions are: credit life/disability insurance, low-cost loans, payroll deduction, share (savings) account, certificate of deposits (CD's), Individual Retirement Accounts (IRA's), etc.

## **LEAVE:**

**Vacation Leave:** 10 hours vacation per month (0-9 years)  
12 hours vacation per month (10-14 years)  
14 hours vacation per month (15+ years)

**Sick Leave:** 10 hours sick leave per month

**Holidays:** 12 paid holidays per year

**Other Leave:** Military, Worker's Injury, Jury Duty, Maternity Leave, FMLA, Bereavement, etc., per Patrol policy

## **OTHER BENEFITS:**

**Veterans' Administration On-The-Job Training Programs:** A few positions with the Patrol have OJT Programs where employees who are qualified military veterans are eligible to receive a monthly educational benefit check from the Department of Veterans Affairs in addition to their Patrol paycheck.

**Compensation:** Employees are compensated on the 15th and the last working day of each month. All employees are required to utilize direct deposit of paychecks.

**For information concerning Missouri State Highway Patrol employment benefits and/or employment opportunities, contact the Human Resources Division at (573) 526-6117. Call (800) 796-7000 to speak to a Recruiter.**

**The Missouri State Highway Patrol is an Equal Opportunity Employer**