

Benefits of being a State Employee

Stability:

Unlike the private sector, state layoffs are exceptionally rare.

Work Schedule:

Monday - Friday
8:30 a.m. - 4:45 p.m.
with potential for flex schedule
and telework.

Retirement:

The Public Employees Retirement System (PERS) and other voluntary options.

Insurance & Benefits:

The State pays the majority of the insurance premiums. Multiple insurance options available.

Annual Increment:

Employees receive a payment each July for years of service starting after 3 years (\$60 per year of service).

Credit Union:

The State Credit Union offers a wide variety of financial services.

Paid Holidays:

12-14 per year (New Year's Day, Christmas, President's Day, Labor Day, Veteran's Day, and more).

Employee Discounts:

AT&T, Verizon, Enterprise, Hertz, hotel discounts, and WeSave (*see link below).

Wellness Program:

State agencies provide special awareness and health-related services to employees.

Paid Leave:

Employees accrue paid annual leave and sick leave every pay period (see chart below).

Accrual Calculation

Type of Leave	Years of Service	Hours per Pay Period	Maximum Hours of Carryover per Year
Annual Leave	0-5	4.21666	240
Annual Leave	>5	5.55000	240
Annual Leave	>10	6.46666	280
Annual Leave	>15	7.40000	320
Sick Leave	All	5.55000	No maximum

*<https://personnel.wv.gov/employees/benefits/Pages/discounts.aspx>

