

# 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>



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