



GDEcD Benefits Package

The Georgia Department of Economic Development (GDEcD) offers an attractive benefits package, including:

- Paid Vacation Time: Annual leave is earned at 10 hours per month (three (3) weeks paid vacation annually) upon employment. At 5 years of service, accrual increases to 12 hours per month (3.6 weeks per year), and at 10 years accrual increases to 14 hours per month (4.2 weeks per year).
- Paid Sick Leave: 10 hours of sick leave per month is earned for the duration of employment.
- Twelve (12) paid holidays annually.
- Training and development opportunities.
- Combination Defined Benefit Pension Plan/401(k) match for retirement. Match for the 401(k) is 100% of first percent contributed and 50% of the next four percent contributed (so for employees contributing 5% or more, GDEcD contributes 3%). Employees vest in the 401(k) plan at a rate of 20% per year for the first 5 years and are fully vested at 5 years of service. For the Defined Benefit Plan, employees contribute 1.25% and are vested at 10 years of service. [Click here](#) for more information.
- 457 Deferred Compensation Plans (managed by Aon Hewitt) for additional employee-funded retirement savings.
- Credit Union (for more information, see: <http://www.georgiaunitedcu.org>)
- Cafeteria benefit plan which includes:
 - Choice between High Deductible, Health Maintenance Organization (HMO) or Health Reimbursement Account (HRA) Health Insurance Plans
 - Life Insurance
 - Accidental Death and Dismemberment
 - Flexible Spending Accounts (medical & child care)
 - Legal Insurance
 - Dental Insurance
 - Vision Insurance
 - Short and Long Term Disability Insurance
 - Long Term Care Insurance
 - Specified Illness Plan