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.

- **Paid Parental Leave:** 3 weeks of paid leave annually for the birth of an employee’s child, or the placement of a minor with the employee for adoption or foster care.

- **Thirteen (13) paid holidays annually.**

- **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

- **Combination Defined Benefit Pension Plan/401(k) match for retirement.** Match for the 401(k) is 100% of first 5% contributed after 5 years of service, the match increases by a half-percent (0.5%) per additional year of service until year 13 for employees contributing at least 5%. The maximum match at year 13 is 9% for employees contributing 5%. 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.

- **Training and development opportunities.**

- **Credit Union** (for more information, see: [http://www.gucu.org](http://www.gucu.org))

- **Discounts:** State employees are eligible for discount offers for travel, attractions, technology, events and more! Visit [http://team.georgia.gov/discounts/](http://team.georgia.gov/discounts/) for more information.