

Missouri State Highway Patrol Employee Benefits Information

INSURANCE:

Health Insurance: Health insurance is provided by the Patrol for each employee through a choice of plans. Eligibility begins on the first of the month after 30 days 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: The Missouri Department of Transportation and Highway Patrol Retirement System is paid entirely from state funds. 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.

PEBSCO: Deferred compensation plans are available as a pre-taxed deduction. A portion of employee contributions is matched by the state.

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. Full-time employees are required to utilize direct deposit of paychecks.

Tuition Reimbursement: The Patrol offers tuition reimbursement for college course work that relates to the employee's job duties.

A = 100% *

B = 75% *

C = 50% *

*The Office of Administration regulates maximum allowable reimbursement per credit hour. Therefore, tuition will only be reimbursed up to 100% of OA's set reimbursement rate.

**For information concerning the Missouri State Highway Patrol employment benefits, or if you have questions about employment opportunities with the Missouri State Highway Patrol, contact the Human Resources Division at (573) 526-6117.
To speak to a recruiter call 1-800-796-7000.**

The Missouri State Highway Patrol is an Equal Opportunity Employer