**No matter where you work across Maine state government, you find employees who embody our state motto—"Dirigo" or "I lead"—as they provide essential services to Mainers every day. We believe in supporting our workforce's health and wellbeing with a valuable total compensation package, including:**

* **Work-Life Balance**– Rest is essential. Take time for yourself using **13 paid holidays**, **12 days of sick leave**, and **3+ weeks of vacation leave** annually. Vacation leave accrual increases with years of service, and overtime-exempt employees receive personal leave.
* **Health Insurance Coverage**– The State of Maine pays **85%-100%** of employee-only premiums ($9,893.52-$11,057.52 annual value), depending on salary. Use this chart to find the [premium costs](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.maine.gov%2Fbhr%2Foeh%2Fbenefits%2Fsom-health-plan%2Fpremium-rates&data=04%7C01%7CNoreen.Hart%40maine.gov%7Cf945e9ba0ccd406fd00308d9d083bed7%7C413fa8ab207d4b629bcdea1a8f2f864e%7C0%7C0%7C637770086524453680%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=C0xeISlxKjs9K8pOgvcaqWn3AP%2BYI%2FjYARyAGQvvaYM%3D&reserved=0) for you and your family, including the percentage of dependent coverage paid by the State.
* **Health Insurance Premium Credit** – Participation decreases employee-only premiums by 5%. Visit the Office of Employee Health and Wellness for more information about [program requirements](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.maine.gov%2Fbhr%2Foeh%2Fbenefits%2Fhealth-premium-credit&data=04%7C01%7CNoreen.Hart%40maine.gov%7Cf945e9ba0ccd406fd00308d9d083bed7%7C413fa8ab207d4b629bcdea1a8f2f864e%7C0%7C0%7C637770086524463635%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=S7cbemo9TYwmvcE2RHY013DuL7xjUyqGFtlXf5lVf9s%3D&reserved=0).
* **Dental Insurance**– The State of Maine pays 100% of employee-only dental premiums ($350.40 annual value).
* **Retirement Plan**– The State of Maine contributes **13.16% of pay** to the Maine Public Employees Retirement System (MainePERS), on behalf of the employee.
* **Gym Membership Reimbursement**– Improve overall health with regular exercise and receive up to $40 per month to offset this expense.
* **Health and Dependent Care Flexible Spending Accounts**– Set aside money pre-tax to help pay for out-of-pocket health care expenses and/or daycare expenses.
* **Public Service Student Loan Forgiveness**– The State of Maine is a qualified employer for this federal program. For more information, visit the [Federal Student Aid office](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fstudentaid.gov%2Fmanage-loans%2Fforgiveness-cancellation%2Fpublic-service&data=04%7C01%7CNoreen.Hart%40maine.gov%7Cf945e9ba0ccd406fd00308d9d083bed7%7C413fa8ab207d4b629bcdea1a8f2f864e%7C0%7C0%7C637770086524473590%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=8rERXQHSjuiwvHERzGEX22SxUhNQ3w6ZvKsJ5ThwNlw%3D&reserved=0).
* **Living Resources Program**– Navigate challenging work and life situations with our employee assistance program.
* **Parental leave** is one of the most important benefits for any working parent. All employees who are welcoming a child—including fathers and adoptive parents—receive **four weeks of fully paid parental leave**. Additional, unpaid leave may also be available, under the [Family and Medical Leave Act](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.maine.gov%2Fbhr%2Fstate-employees%2Frules-policies%2Fpolicy-practices-manual%2FEmployee-Rights-and-Responsibilities-Federal&data=04%7C01%7CNoreen.Hart%40maine.gov%7Cf945e9ba0ccd406fd00308d9d083bed7%7C413fa8ab207d4b629bcdea1a8f2f864e%7C0%7C0%7C637770086524473590%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=RZQCVd3cCrCUFauYuSY23nqOmsEOH2dvJtVKHLybmDY%3D&reserved=0).
* **Voluntary Deferred Compensation**– Save additional pre-tax funds for retirement in a MaineSaves 457(b) account through payroll deductions.
* Learn about **additional wellness benefits** for State employees from the [Office of Employee Health and Wellness](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.maine.gov%2Fbhr%2Foeh%2F&data=04%7C01%7CNoreen.Hart%40maine.gov%7Cf945e9ba0ccd406fd00308d9d083bed7%7C413fa8ab207d4b629bcdea1a8f2f864e%7C0%7C0%7C637770086524483546%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=f8U7wBj4YrGl%2FDlR2z60TmdOmOfZMTk7I9pNH9%2FRJZ0%3D&reserved=0).

***Maine State Government is an Equal Opportunity employer.  We celebrate diversity and are committed to creating an inclusive environment for all employees. We provide reasonable accommodations to qualified individuals with disabilities upon request.***