



Compensation

Benefits

Retirement

Work/Life

TOTAL REWARDS

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The Georgia Department of Natural Resources offers an attractive salary, optional benefits package and work/life balance to full-time employees. Benefits options include:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Accidental Death and Dismemberment Insurance
- Short-term and Long-term Disability Insurance
- Long-Term Care Insurance
- Specified Illness Insurance
- Legal Insurance
- Spending Accounts
- GSEPS Pension Plan
- Peach State Reserves (401k and 457 Plan)
- 12 Paid Holidays per Year
- Leave Program (Annual, Sick, Personal, Education, Forfeited)
- Direct Deposit
- Leave Donation Program
- Georgia United Credit Union
- Path2College 529 Plan
- Employee Assistance Program
- Alternative Work Schedules
- Telework
- State Employee Discount Program

The work you do for the Georgia Department of Natural Resources can be demanding, yet challenging and satisfying in knowing your contributions yield far reaching impact on the lives of millions of Georgians. You will work with a talented team dedicated to sustaining, enhancing, protecting and conserving Georgia's natural, historic and cultural resources for present and future generations, while recognizing the importance of promoting the development of commerce and industry that utilize sound environmental practices.

COMPENSATION

DNR offers competitive salaries in a variety of career fields such as Applied Sciences, Engineering, Construction and Maintenance, Financials, General Support, Information Technology, Law Enforcement, Regulatory Compliance and many other fields.

BENEFITS

The Health Insurance and Flexible Benefits package offered by the State of Georgia is optional coverage. These benefits are designed to support your personal health and well-being as well as that of your family (if applicable). Many of these benefits are offered as a pre-tax benefit.

Health Insurance (Optional)

The State Health Benefit Plan (SHBP) offers three different plan vendors and options. The options are:

- **Blue Cross Blue Shield of Georgia**
Health Reimbursement Arrangement (HRA) Gold, Silver or Bronze level
Statewide Health Maintenance Organization (HMO)
- **United Healthcare**
High Deductible Health Plan (HDHP)
Statewide Health Maintenance Organization (HMO)
- **Kaiser Permanente**
Regional HMO offered for the Metro Atlanta Service Area only.

Employees may elect Employee, Employee + Spouse, Employee + Child(ren) or Family coverage.

Dental Insurance (Optional)

Dental coverage is provided by three dental plans:

- **Delta Dental Select Plan**
- **Delta Dental Select Plus Plan**
- **CIGNA Dental Health Maintenance Organization (DHMO)**

Employees may elect Employee, Employee + Spouse, Employee + Child(ren) or Family coverage.

Vision Insurance (Optional)

Vision Insurance is offered through Blue Cross Blue Shield. There are two plan options:

- **Select Plan**
- **Select Plus Plan**

Employees may elect Employee, Employee + Spouse, Employee + Child(ren) or Family coverage.

Employee Life Insurance (Optional)

Life insurance is available to employees at 1X—10X your annual salary. The premium for life insurance is based on your age, salary and selected coverage amount.

Spouse Life Insurance

Coverage is available if the employee purchases life insurance. Coverage is available in the amounts of \$6k, \$12k, \$30k, \$60k, \$100k, \$150k, \$200k or \$250k.

Child Life Insurance

Coverage is available if the employee purchases life insurance. Coverage is available in the amounts of \$3k, \$6k, \$10k, \$15k or \$20k.

Children are eligible for coverage if under the age of 26.

Accidental Death & Dismemberment Insurance (Optional)

This coverage will pay benefits if your death or injury is the result of an accident. Coverage is available in the amount of 1X—10X your annual salary with a maximum coverage amount of 2 million.

Disability Insurance (Optional)

Short-term and Long-term disability options offer coverage of up to 60% of your salary if the employee is unable to work due to a medical disability. Only employee Disability coverage is offered. The premiums are based on the employee's age and benefit salary.

NOTE: Short-term and Long-term Disability will be subject to Pre-existing limitations. Benefits under both Plans may be reduced by other income benefits.

Long-Term Care Insurance (Optional)

Long Term Care Insurance is designed to protect you financially, by paying benefits, if you need long term care. Coverage for nursing facilities or home/day assisted living facilities is provided. You can choose from three daily benefit levels. This plan is offered to you, your spouse, your parents and your parents-in-law.

Specified Illness Insurance (Optional)

Specified Illness Plan is offered by Continental American Insurance Company. With the group specified illness plan, the goal is to help you and your family cope with and recover from the financial stress of surviving a critical illness or condition.

Employee Coverage Levels: \$5k, \$10k, \$20k, \$30k, \$40k, or \$50k.

Spouse coverage and Child coverage is also offered under this plan. Employee must have coverage in order to cover their spouse and/or child(ren).

Spouse Coverage Levels: \$5k, \$10k, \$20k, \$30k, \$40k or \$50k.

Child Coverage: Child(ren) covered at no additional cost; all children are covered at 25% of employee benefit amount.

Legal Insurance (Optional)

Legal Insurance is available in single or family coverage. Employees may select from two plan options; Select Plan or Select Plus Plan.

Spending Accounts (Optional)

There are two types of spending account plans available:

- Health Care Spending Account (HCSA)
- Dependent (Child) Care Spending Account (DCSA)

Health Care Spending Account – Money placed in the Health Care Spending Account can only be withdrawn to pay for health care related (medical) expenses. A maximum amount of \$2,460 per year can be put into this account. Money not withdrawn during the plan year will be forfeited.

Dependent (Child) Care Spending Account – Money placed in the Child Care Spending Account can only be withdrawn to pay for expenses for children under the age of 13. A maximum amount of \$4,992 per year can be put into this account. Money not withdrawn during the plan year will be forfeited.

RETIREMENT

The sooner you plan for your future, the better prepared you'll be to achieve your financial goals and live the life you envision.

GSEPS Pension Plan

The Georgia State Employees' Pension & Savings Plan (GSEPS) combines a traditional pension plan with a 401(k) plan that includes an employer match.

- Pension Plan (Mandatory) - Defined Benefit (DB) Plan provides a pension benefit formula of 1% x years of service x highest average salary (30 years = approximately 29% of salary as a monthly benefit). Vesting for the DB plan is 10 years.
- GSEPS 401(k) - Plan provides State matching up to 3% with member contributing 5%, utilizing the Peach State Reserves 401(k) Plan.

Peach State Reserves (Optional)

The State of Georgia Peach State Reserves Program is a plan that allows employees to put aside a portion of their income before taxes are deducted. The intent of this program is to allow employees to build financial security, especially for retirement. Peach State Reserves offers two plans: 401k and 457.

WORK / LIFE BALANCE

In addition to the competitive compensation and retirement benefits discussed, DNR employees can expect paid holidays and time off, opportunities for career development and advancement, flexible work schedules, engaging and diverse work environments while enjoying the satisfaction that comes with being part of a team that keeps Georgia a great place to live.

Holidays

The State of Georgia provides employees 12 paid Holidays per year.

Leave Program

Annual Leave

Annual Leave is earned at the following rates:

- First 5 years—10 hours per month (15 days)
- Next 5 years—12 hours per month (18 days)
- After 10 years—14 hours per month (21 days)

Annual Leave can be accrued up to 360 hours and then is forfeited.

Sick Leave

Sick Leave is earned at a rate of 10 hours per month (15 days).

Sick Leave can be accrued up to 720 hours and then is forfeited.

Forfeited Leave

Forfeited Leave is not lost, it can be restored in emergency situations or can be used towards retirement service time if an employee accumulates 960 hours of forfeited leave.

Personal Leave

Eligible employees can convert any sick leave in excess of 120 hours to a maximum of 24 hours (3 days) of personal leave.

Education Support Leave

Eligible employees are provided 8 hours of Education Support Leave per calendar year. This leave is used to promote education in Georgia.

Leave Donation Program

Eligible DNR employees may donate leave to other eligible DNR employees. Donated leave can only be used by recipients for absences that qualify as sick leave.

Leave donation shall be from employee to employee and shall be strictly voluntary. The identity of the donors will be confidential.

Direct Deposit

Direct deposit is mandatory for all State of Georgia employees.

Georgia United Credit Union

State of Georgia employees are eligible to join the Georgia United Credit Union and take advantage of the various benefits offered.

The website address is <https://gucu.org>

Path2College 529 Plan

The Path2College 529 Plan is a higher education savings program that provides significant tax advantages. Earnings, gross tax-free and withdrawals are exempt from federal and state taxes when used to pay for qualified education expenses.

The website address is www.Path2college529.com

Employee Assistance Program (EAP)

FEI Behavioral Health provides Georgia Department of Natural Resources' employees and their dependent family members with an employee assistance program (EAP), at no cost to you. DNR pays for this program in full. EAP services are confidential, within the bounds of the law.

Alternative Work Schedules / Telework

Division Directors may establish Alternative Work Schedules (ALTWS) and work hours within their divisions for the benefit of the Department and its employees. Alternative work schedules may be used in conjunction with the Department's Telework Program.

DNR advocates teleworking as a viable work option that benefits both the employer and the employee. DNR offers teleworking to demonstrate a commitment to the environment, provide cost savings to the Department, and promote increased employee satisfaction, quality of life, efficiency, and productivity.

State Employee Discount Program

State of Georgia employees can take advantage of various discounts offered through the Team Georgia website. Discounts for various attractions located both in and out of Georgia, discounted travel deals and much more.

The website address is <http://team.georgia.gov/discounts/>