

*Come work for us – the Unified Judicial System safeguards the rights of every citizen, assures due process of law, and offers one of the most comprehensive benefit packages available anywhere in South Dakota!*

### *Paid Holidays*

Employees enjoy 10-12 paid holidays every year.

### *Vacation and Sick Leave*

Unified Judicial System employees receive 5 hours of paid vacation leave per semimonthly pay period each year, adding up to approximately three weeks per year. After 15 years of service, vacation leave accumulation increases to 6.6667 hours per semimonthly pay period – approximately four weeks per year. Employees also receive 4.6667 hours of sick leave per semimonthly pay period and there is no limit to the number of hours you can accumulate. Unused vacation and sick leave is carried over from year to year.

An employee may use up to 40 hours of accumulated sick leave annually for a call to state active duty of military reserve or national guard members.

### *Paid Family Leave Usage*

Each full-time regular and part-time regular employee who has been employed for a continuous period of six months with the Unified Judicial System is entitled to 24-hours of paid family leave per week for up to eight weeks following the birth of a child of the employee or placement of a child for adoption. A part-time employee will receive pro-rated hours.

### *Military Training Leave*

Permanent employees are entitled to Military Training Leave of up to 15 days per calendar year.

### *Health Benefits*

The State offers four health plan options to fit your health and financial needs. The State offers a high-deductible health plan with no premium for employee-only coverage; and an additional high-deductible and two low-deductible health plan options at reasonably priced employee premiums.

### *Flexible Benefits*

The state's Flexible Benefits program allows eligible employees to select various combinations of optional insurance (dental, vision, etc.) and have the premiums deducted before taxes are withheld, thus decreasing the amount of taxable income.

### *Life Insurance*

Employees receive a portable life insurance and accidental death and dismemberment insurance during their employment **at no cost** to them. Additional life insurance can be purchased at low cost. Dependent life insurance is also available at the employee's expense.

### *Flexible Spending Accounts*

Medical Flexible Spending Account provides pre-tax reimbursement for eligible expenses.

Combination Flexible Spending Account (used with a Health Savings Account only) provides pre-tax reimbursement for eligible dental and vision expenses until your health plan deductible has been met.

### *Dependent Care/Day Care Spending Account*

Employees can contribute to this account and use pre-tax dollars to pay for their dependents' care.

### *Disability Insurance*

Employees with three years of state employment will receive 50% of their earnings until retirement age in the event of total disability.

### *Retirement Benefits*

The state offers a 6-8% fully matched tax-free contribution for retirement. Employees can contribute additional pre-tax or taxed dollars to a supplemental retirement plan.

### *Additional Benefits*

As a Unified Judicial System employee, you may enjoy several other benefits, including:

- longevity pay;
- training opportunities;
- reduced tuition at State Universities;
- promotional opportunities;
- survivor income protection;
- Long-Term Care Insurance.

**Note:** Occasionally the state finds it necessary to modify its coverage and premium rates for the Benefits Program.

### *Where to Find Unified Judicial System Jobs*

The Unified Judicial System normally announces job openings through the Bureau of Human Resources and is accessible at <http://bhr.sd.gov/workforus>.

### *Questions?*

If you have any questions, please contact: **Unified Judicial System**, 500 East Capitol Avenue, Pierre, SD 57501, (605) 773-4867, (605) 773-8437 Fax.

**An Equal Opportunity Employer**