

Cape Girardeau County

Full-Time Employee Benefits



Insurance – Employee coverage paid by the county

Begins first of the month following 30 days of employment

- Health
- Dental
- Vision
- \$20,000 Life

Optional Insurance Plans – AFLAC, Colonial, and Life Insurance at low, group rates

- Accident
- Short Term Disability
- Cancer
- Additional Life Insurance

Retirement – Two Pension Plans and Additional Savings Options

- County Paid Pension Plan through [Missouri Local Government Employees' Retirement System \(LAGERS\)](#). Vested at 5 years of employment. Paid out at the highest level available.
- Employee Paid Pension Plan through [County Employees' Retirement Fund \(CERF\)](#). Vested at 8 years of employment. 4 % of your gross compensation is a required contribution. If you leave county employment prior to vesting, your contribution is returned to you. Includes a \$10,000 Life Insurance Benefit.
- Optional 457 Savings Plan through CERF. They will match up to 50 cents for every dollar that you contribute, up to first 6 % of pay. Vested in the match at 5 years of employment.
- Optional 457 Savings Plan through Nationwide.

Holidays – Up to 13 Paid Holidays Per Year; Administrative Offices generally observe the same holiday schedule as the State of Missouri.

Vacation – Employees are entitled to vacation leave according to the following schedule:

Following Probationary Period Employees earns 4 days; 1 Year of service an employee earns 5 days; for 2 – 9 years of service an employee earns 10 days; for 10 – 19 years of service an employee earns 15 days; and for 20 or more years of service an employee earns 20 days. Full-time employees will receive vacation pay in the amount of their regularly scheduled hours for that day, up to a maximum of eight (8) hours per day.

Sick Days – Accrue sick leave at the rate of one (1) day per month, maximum accumulation of sixty (60) days.

Cell Phone Discounts – Available from AT&T and Verizon

Gym Membership Discount – Available at HealthPoint Fitness and may be Reimbursable