Great Benefits for DHS Child Welfare Specialists

Starting salary is based on degree discipline and amount of professional social work experience. Persons hired with no professional social work experience will be appointed as CWS I. CWS I will be promoted to CWS II upon completion of probation and no later than two years after entry on duty.

Starting Monthly Salary CWS I - $2,826.92
Starting Monthly Salary CWS II - $3,149.92

Employees are provided a benefit allowance each month to pay for core benefits that include Health and Dental Insurance, Basic Life Insurance, and Disability Insurance. Employees who elect to include dependent coverage for health insurance receive a higher benefit allowance. If the cost of employee’s selections total less than monthly allotment, the remaining money is paid to the employee. If selections total more than the benefit allowance, the employee must pay the difference.

Maximizing Benefits
Employees may set aside money from paycheck before it has been taxed to pay for planned expenses such as medical deductibles (maximum of $2,500 per year) and child care expenses (maximum of $5,000 per year). Premium conversion, which is the election to pay for qualifying mandatory and optional coverage before taxes are deducted, may lower taxable income.

Leave Accrual
Annual leave is accrued based upon years of continuous service and days not used roll over to become used in subsequent years.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Annual Accrual</th>
<th>Accrual Limit (Paid)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 5 years</td>
<td>15 days</td>
<td>30 days</td>
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<tr>
<td>5 to 9 years</td>
<td>18 days</td>
<td>60 days</td>
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<tr>
<td>10 to 19 years</td>
<td>20 days</td>
<td>60 days</td>
</tr>
<tr>
<td>20 or more years</td>
<td>25 days</td>
<td>60 days</td>
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</tbody>
</table>

Sick Leave
This leave is to be used when an employee is unable to work due to illness or injury, or for medical, dental, or optical examinations or treatment. Employees accrue 15 days per year with no limit on amount that may be accrued.

Paid Holidays
Employees receive days off with pay for approximately 11 holidays per year, as determined by the Governor.

Retirement
Employees participate in the Oklahoma Public Employees Retirement System. Contribution is currently 3% of salary. Age and number of years of service determine when an employee is eligible to receive retirement benefits. Employees’ retirement pay is currently calculated by multiplying final average compensation (three highest years of salary and longevity during final ten years of service, divided by three), which is multiplied by number of years of service and then by .02 (2%). For example: If an employee retired with 36 years service and an average salary and longevity pay of $36,900, retirement would be calculated as follows:

$36,900 X 36 X .02 = $26,568 per year or $2,214 per month

Employees may elect to Step-Up retirement by making an irrevocable election to contribute at a specified higher rate (currently an addition $2.91%). If the same employee had contributed at the Step-Up rate for 36 years the retirement would be $33,210 per year or $2,767.50 per month.

A deferred compensation plan is also available that enables employees to defer payment of a portion of their income to a later date by investing in a variety of options. The State of Oklahoma currently contributes $25.00 each pay period for employees who participate in this program. Taxes are deferred until retirement when most participants expect to be in a lower tax bracket. Law permits employees to contribute from $300 to $17,000 annually (those over age 50 may contribute up to $22,500).

Leave sharing
Employees who have completed 12 months or more of service who have exhausted accrued sick and annual leave and who are absent from work because they suffer from, or a have a relative or household member who suffers from, a serious health condition or life-threatening illness or injury, or who are eligible for family leave, are eligible to receive annual or sick leave donated by fellow state employees.

Employee only benefit allowance  $7,691.76 Annually
Employee with one child          $10,450.68 Annually
Employee with children           $12,074.28 Annually
Employee and spouse              $15,753.00 Annually
Employee with spouse & one child $18,511.92 Annually
Employee, spouse & children      $20,135.52 Annually

Employee with spouse & one child $18,511.92 Annually
Employee, spouse & children      $20,135.52 Annually