

# Why MDOT?

## Work/Life Balance

### **Flexible Work Schedules**

MDOT offers flexible work schedules, such as:

- Many employees work four 10-hour days.
- Four nine-hour days and four hours on Friday.
- Employees may reduce the number of hours from one to 16 per pay period for any number of pay periods.
- Employees may take off up to 40 hours of work in a single pay period without having to use leave credits, once during the fiscal year.
- Work-from-home options are available in some areas.

### **Paid Holidays**

- Full-time employees are paid eight hours on 12 approved state holidays in odd-numbered years.
- Employees receive 13 approved state holidays in even-numbered years.

### **Annual Leave, School And Community Leave**

- Full-time employees are granted an initial annual leave grant of 16 hours and accrue annual leave each pay period, according to the employee's continuous service hours.
- Employees are granted an additional 16 hours per year on Oct. 1 after completing their first six months of satisfactory service.
- Employees will receive eight hours of school and community participation leave each Oct. 1.
- Including paid holidays, that's up to 31 paid days off in your first year!

### **Sick Leave**

- Employees will also accrue four hours of sick leave per 80 hours of service for a total of 13 days per year for personal or family illness.

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## Competitive Benefits

### Insurance Benefits

The State of Michigan offers a variety of insurance coverages for not only the employee but their families, which include but are not limited to the following:

- Health
- Dental
- Vision
- Life
- Long-term disability
- Flexible spending accounts
- Qualified transportation fringe benefits
- COBRA coverage

### 401(K)/457

The State of Michigan offers a variety of competitive retirement options with an employer match up to 9 percent.

- Employees can elect to save for their future with pre-tax dollars in a 401(k) or 457 or after-tax with a Roth 401(k). The State of Michigan offers 30 different investment options to meet the savings needs of all employees.



*MDOT: Providing the highest quality integrated transportation services for economic benefit and improved quality of life.*

[www.michigan.gov/mdot](http://www.michigan.gov/mdot)