

OETA Employee Benefit Package

Holiday, Sick, and Vacation Leave	
Annual Sick Leave	15 days/yr
Annual Vacation Leave	Less than 5 years - 15 days/yr
State Holidays	11 days

DEFINED CONTRIBUTION PLAN		
Under this plan, all participants choose a contribution rate which is matched by their employer up to 7%, and participants have the freedom to select and change their investments.		
Pathfinder is composed of a 401(a) Plan for mandatory and matching contributions and a 457(b) Plan for additional voluntary contributions. With each paycheck you make a mandatory contribution of 4.5% of your pretax salary to the 401(a) Plan. Your employer also contributes 6% of your pretax salary into the plan. Contributions and any earnings grow on a tax-deferred basis until money is withdrawn, usually during retirement.		
Employee Contribution	Employer Match	Total Contribution
Mandatory 4.5%	6.0%	10.5%
Less than 7.0%	6.0%	Up to 12.9%
7.0% or Above	7.0%	14% +

Longevity Pay	
All employees are entitled to a longevity payment that begins after two years of service. The payment amount increases every two years of active service.	
Years of Service	Annual Longevity Payment
At least 2	\$250

Employee Health Enrollment Calculator	2025 Enrollment Calculator
To compute benefit designations, follow the boxes below. Indicate your choices then select the "Calculate" button. Remember that this amount is deducted from the generous Benefit Allowance provided by the State of Oklahoma. Any excess will be added to your salary (pre-tax) and any coverage will be deducted from your salary.	
Step One:	
<input type="checkbox"/>	- Indicate the Plan Year and the Pay Frequency that affects you.
Step Two:	
<input type="checkbox"/>	- Select the Carrier Options you would like to consider purchasing in the available selection areas.
<input type="checkbox"/>	- Select the Refresh button to the right of the Pay Frequency dropdown to view your changes.
Please refrain from hitting your *ENTER* key while using the calculator. Doing so will cause the page to submit and may result in calculation errors.	

Health Plan Information For Plan Year 2022 (January - December)	2025 Monthly Rates
The Employees Benefits Department of Human Capital Management announces rates and details about HMO, dental, and vision plans that will be available to Oklahoma's state employees and their families in 2025.	

Flexible Spending Account		FSA/HSA Guide
	A Flexible Spending Account (FSA) is an employee benefit program that allows you to set aside money, on a pre-tax basis, to help you offset the rising cost of medical and dependent care expenses.	
1.	The medical FSA is for eligible out-of-pocket medical, dental, and prescription expenses.	
2.	<p>The dependent care FSA is used for child care and/or other dependent care expenses incurred while you (or you and your spouse, if you are married) work. Qualifying dependents are:</p> <ul style="list-style-type: none"> A child under age 13 in your custody whom you claim as a dependent on your tax return. A spouse who is incapable of self-care. A dependent that lives with you, such as a child over age 13, parent, sibling or in-law who is incapable of self-care and whom you claim as a dependent on your tax return. 	

Employee Discounts	https://oklahoma.gov/omes/services/employee-benefits/employee-discounts.html
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