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 16 hours of leave upon hire 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.
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.