



Vacation: 3 weeks per year; 4 weeks after 7 years of service

Paid Holidays: 10.5 paid holidays and 4 personal holidays

Pension Plan: REJIS contributes an amount equal to 5% of an employee's salary to the pension plan. Employees become 20% vested after 2 years of service and vested 20% each year thereafter. In addition, employees may voluntarily contribute up to 10% of their salary on an after-tax basis.

Deferred Compensation: Our Deferred Compensation plan is a voluntary, supplemental long-term retirement savings program which offers tax advantages to employees. Participation in this program allows employees to set aside retirement savings on a pre-tax basis.

Medical Insurance: A shared-cost medical insurance program is available for full-time employees, their spouse and dependents on a pre-tax basis.

Dental Coverage: Shared-cost dental coverage includes preventive, basic and major dental services for employees, spouse, and dependents on a pre-tax basis.

Section 125 Medical and Dependent Care reimbursement account: Our flexible benefit plan enables REJIS employees to use before tax earnings to pay for unreimbursed medical and dependent care expenses.

Life Insurance: REJIS provides life insurance equal to an employee's annual salary plus \$10,000. Family coverage and additional employee life insurance is available at a group rate.

Sick Time/Short-Term Disability: Sick leave and short-term disability is accrued by regular, full-time employees at the rate of 4 hours per month for each, and employees are allowed to accumulate a maximum of 480 hours of each. Use of short-term disability hours will end when an employee is approved for long-term disability (LTD) benefit payments.

Long-Term Disability Insurance: The REJIS provided insurance coverage protects employees from loss of income by providing 60% of base salary to employees who are out of work for three or more months due to a disability.

Tuition Reimbursement: REJIS reimburses full-time employees for 75% of tuition to an annual maximum of \$3,000 upon successful completion of approved job-related or degree courses.

Employee Assistance Program (EAP): Confidential, professional counseling and referral services are available to employees and their families.

Casual Dress: REJIS offers a year-round Casual work environment.

Parking: Parking is available at no cost to REJIS employees.

Credit Union: REJIS employees and their families are eligible to join St. Louis Policemen's Credit Union with member benefits such as savings plans, checking accounts, IRAs, and member loans.

Part-Time Employees: Benefits will vary. Contact our Human Resources Department for more information.

REJIS Commission | 4255 West Pine Blvd | St. Louis, MO 63108

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