TOTAL COMPENSATION PACKAGE
FOR FULL-TIME EMPLOYEES

Employee Paid Leave
- Vacation
- Sick
- Performance
- State holiday
- Voting
- Wellness

Insurance Benefits
- Health insurance — Upon acceptance free to full-time employee
  ($5,000 basic life insurance and $5,000 accidental death and dismemberment provided with health coverage)
- Short and long-term disability
- Optional life insurance
- Dependent term life insurance
- Prescription drug program
- Dental
- Vision discounts
- Flexible spending account
- Texas legal protection program

Retirement Benefits
- Monthly employee and state contributions
- Texa$aver program (401k, 457 and Roth options)

Additional Benefits
- Tuition assistance program
- Flexible work schedules
- Work-life balance
- Wellness program
- Longevity pay
- Employee assistance program
- Discount purchase program
- Service awards
- Recruitment referrals
The way state benefits are structured, a new hire can potentially receive an additional $1,666.41 (approximate figure) in total compensation per month. This can translate into $19,996.92 annually of “enhanced benefits” unseen on your monthly paycheck. These figures include your monthly base salary, health benefit contribution, state social security contributions, retirement consideration, paid leave time and $5,000 of Term Life and $5,000 of Voluntary Accidental Death and Dismemberment (AD&D).

### Vacation Accrual (minimum)
8 hours per month x $20 = $160 per month

### Sick Leave Accrual (standard)
8 hours per month x $20 = $160 per month

### Holiday Leave (average)
8 hours per month x $20 = $160 per month

### Insurance Contribution
HealthSelect, member-only coverage: $624.82 per month (Includes $5,000 of Term Life and $5,000 Accidental Death and Dismemberment)

### State Rate plus Agency Payroll Contribution Toward Retirement
10% (9.5 + 0.5) x $3,466.67 = $346.66 per month

### State Social Security Contributions
6.2% x $3,466.67 = $214.93 per month

### Longevity (Beginning with two years of qualified state service)
An additional $20 per month for every two full years of state service will be added to your monthly salary.

### Total Estimated Benefit
$1,666.41 per month; $19,996.92 annual

Figures based on an average TxDOT new hire monthly salary: $3,466.67; Hourly $20; Annual $41,600 as of September 2019.