



TOTAL COMPENSATION PACKAGE

Employee Paid Leave

Vacation	State holiday	Miscellaneous
Sick	Voting	
Performance	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 insurance options
- Vision discounts
- Flexible spending accounts
- Texas Legal

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 and Retirement awards
- Recruitment referrals

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▶ **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: **\$617.30** 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**

\$1,658.89 per month; **\$19,906.68** annual

Figures based on an average TxDOT new hire monthly salary: \$3,466.67; Hourly \$20; Annual \$41,600 as of September 2016.

The way state benefits are structured, a new hire can potentially receive an additional \$1,658.89 (approximate figure) in total compensation per month. This can translate into \$19,906.68 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) coverage.

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