



TOTAL COMPENSATION PACKAGE

FOR FULL-TIME EMPLOYEES

Employee Paid Leave

Vacation	State holiday
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

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



TOTAL COMPENSATION

▶ **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.

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).

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