

TOTAL COMPENSATION PACKAGE

FOR FULL-TIME EMPLOYEES

State employees receive more than just a base salary. The state also offers a wide variety of benefits. Those benefits, combined with the base salary, form the total compensation package, with benefits accounting for 35.3% of the total package.

Here is SOME of what the State pays in benefits:

- **Vacation Accrual (minimum)**
8 hours per month x \$23 = **\$184** per month
- **Sick Leave Accrual (standard)**
8 hours per month x \$23 = **\$184** per month
- **Holiday Leave (average)**
8 hours per month x \$23 = **\$184** per month
- **Insurance Contribution**
State covers 100% of employee's medical coverage = **\$624** per month
(This includes \$5,000 in Term Life and \$5,000 of Accidental Death and Dismemberment insurance)
- **Retirement Contribution (average)**
6% match = **\$228** per month
- **Longevity Pay** *(Beginning with two years of qualified service)*
An additional **\$20** per month for every two full years of state service will be added to your monthly salary.

For fiscal year 2022, the average RRC new hire salary was \$23.00 per hour, which is what the above calculations were based on.

**Total Estimated Benefit is
\$1,404 per month just in benefits!**

Generous Paid Leave

Vacation
Sick
Exercise
(30 minutes 3 x per week)

State holidays
Election Day 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

Flexible spending accounts

Texas legal protection program

Retirement Benefits

Monthly employee and state contributions

TexasSaver program (401k, 457 and Roth options)

Additional Benefits

Telework for eligible employees and positions

Flexible work schedules

Tuition reimbursement program
(up to \$5000 per year)

Longevity pay

Employee assistance program

Discount purchase program

