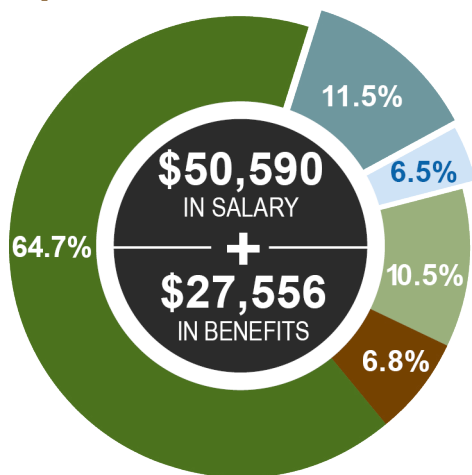


Average state employee total compensation = \$78,146



Employees say that benefits are a major draw to State of Texas employment.

- Salary – **64.7%**
- Health insurance – **11.5%**
- Vacation, holidays and sick leave – **10.5%**
- Other (payroll expense, longevity pay) – **6.8%**
- Pension – **6.5%**

Source: Texas State Auditor's Office, A Report on State Employee Benefits as a Percentage of Total Compensation, June 2022

Retirement



With the state's defined benefit retirement, new employees become vested for lifetime retirement payments after just five years of state service.



Currently, employees earn insurance benefits in retirement after 10 years of state service.



On average, what the State of Texas pays in annuities totals more than what state workers contribute to the defined benefit plan.



Optional 401(k) / 457 plans with affordable minimum contributions and low fees can help boost retirement income.



These benefits can help you plan for a more financially secure future.

Note: Health and other insurance benefits for employees and retirees are subject to change based on available state funding. You should confirm the benefits available as of your proposed hire date with the agency's human resources department.

Insurance and Other Benefits

Health Insurance

Choose from HealthSelect of Texas®, a point-of-service plan, or Consumer Directed HealthSelectSM, a high-deductible plan with a tax-free health savings account (HSA).

- Health insurance premiums for eligible full-time employees paid at 100% for you and 50% for dependents. For eligible part-time employees, premiums paid at 50% for you and 25% for dependents
- No deductibles for in-network, in-area services in HealthSelect of Texas
- Low-cost doctor visits and low- or no-cost virtual visits that let you meet with a provider online or by phone
- Preventive care and physicals covered at 100%
- Full prescription drug coverage with a mail-order service
- State contribution to HSA for high-deductible health plan members

Flexible Spending Accounts

Opportunity for tax savings with health and dependent care accounts

Dental and Vision Insurance

- Optional dental insurance for routine cleanings, basic and major services
- Vision insurance option that covers eye exams and glasses or contacts

Life and Disability Insurance

- Life insurance option that may pay up to four times your annual salary
- Disability insurance option covering up to 66% of your salary for a specified time (Some agencies offer different disability benefits. Check with the human resources department.)

Other Perks

- Paid holidays, vacation and sick days
- Discount program offering savings on electronics, concerts, sports and other purchases
- Full-time state agency employees with student loans may be eligible for federal Public Service Loan Forgiveness. Learn more at <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

Did you know?

Defined benefit retirement accounts can't lose their value due to market fluctuations, unlike retirement plans offered by many other employers.

