

# 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)**  
9.5% match = **\$378** 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  
\$1,554 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  
TexaSaver 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

