

# Benefits of Working for the State of Texas

## **Holidays**

Labor Day  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Eve  
Christmas Day  
Day after Christmas  
New Year's Day  
Martin Luther King Day  
Confederate Hero's Day  
Presidents Day  
Texas Independence Day  
San Jacinto Day  
Memorial Day  
Independence Day  
Emancipation Day  
LBJ Day

## **Annual Leave**

(Vacation Time)

Less than 2 years - 8 hours per month  
2-5 years- 9 hours per month  
5-10 years- 10 hours per month  
10-15 years- 11 hours per month  
15-20 Years-13 hours per month  
20-25 Years- 15 hours per month  
25-30 years-17 hours per month

## **Discount Purchase Program**

Administered by Beneplace  
[www.discountprogramers.com](http://www.discountprogramers.com)  
1-800-683-2886

## **Health Insurance**

Full Coverage Insurance for all state employees. (That's over \$600 value!)

Under the current state law, the State of Texas provides you with comprehensive health coverage that includes:

- Prescription drug benefits
  - \$5000 Basic Group Term Life Ins.
  - \$5000 AD&D Coverage
- The state pays 100% of the monthly premium contribution cost for full-time employees.

## **Retirement**

You start contributing 9.5% of your monthly salary to ERS in the first month of your state employment. The state also contributes 9.5% on your behalf. Then your employer contributes 0.5% of your base payroll. The contributions are combined when you retire.

As a state employee, you can earn the security of a retirement benefit that provides life-long monthly payments when you qualify for retirement. The benefit amount is based on your average salary, service credit, and retirement date.

## **Dental Insurance**

You and your eligible dependents can enroll in one of our Dental Plans:

- State of Texas Dental Choice Plan (insurance)
- Delta Dental Insurance

## **Texas Income Protection**

If something happens to you and you are unable to work, how will you pay your bills after you use your sick leave? If you have disability insurance, your benefits will pay you part of your salary. During your first 31 days of employment, you can enroll in short-term and long-term disability insurance offered the Texas Income Protection Plan administered by Aon Hewitt.

### **Short-Term Disability**

Your benefit will be up to 66% of your insured monthly salary or \$6,000, whichever is less.

### **Long-Term Disability**

Your benefit will be up to 66% of your insured monthly salary or \$6,000, whichever is less.

All years employed with the state of Texas in a state supported living center or State Hospital contribute to the Federal Student Loan Forgiveness Program