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!**

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**Generous Paid Leave**
- Vacation
- State holidays
- Sick
- Election Day voting
- Exercise
- Wellness
  (30 minutes 3 x per week)

**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
- Texa$aver 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