



TxDOT TOTAL REWARDS FOR FULL-TIME EMPLOYEES

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 discounts

Flexible spending accounts

Access to virtual medical and mental health visits

Fitness Membership Discounts

Weight Management programs

Retirement Benefits

Monthly employee and state contributions

Texasaver program (401k, 457 and Roth options)

Employee Wellness Programs

Well Check Program: Earn paid leave for completing annual physical and taking health risk assessment

Statewide 'Get Fit Texas' Challenge: Earn paid leave for completing 10-week physical activity challenge

Exercise During the Day program

Preventive Health Screenings

Educational Webinars

Blood drives

Vaccination clinics

Employee Assistance Programs

Mental health services

Financial health resources

Legal services through Texas Legal



Texas Department of Transportation

TxDOT TOTAL REWARDS

Work Life Balance

- Flexible work schedules
- Infants at Work Program
- Nursing Parent Rooms
- Vacation Leave (starting at 8 hours per month and increases with longevity)
- Sick Leave (8 hours per month)
- Holiday Leave (average 8 hours per month)
- Voting Leave

Education Compensation

- Access to 1,000s of training and career development opportunities through TxDOT and LinkedIn Learning
- GED Completion Program
- Online Associate Degree Program
- Tuition Assistance Program
 - GED Completion Program
 - Undergraduate Completion Program
 - Full-time Master's Degree Program

Agency Culture

- Service Awards
- Performance Leave
- DE&I Programs
- Employee Resource Groups
- Career Development & Mentorship Programs
- Recruitment Referrals
- Discount Purchase Program

Compensation

- State Rate plus Agency Payroll Contribution toward Retirement (10%)
- State Social Security Contributions (6.2%)
- Longevity Pay (\$20 per month beginning at 2 years of service)

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