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 plan
- Flexible spending accounts
- Access to virtual medical and mental health visits
- Fitness membership discounts
- Weight management programs

Retirement Benefits

- Monthly employee and state contributions
- Texa$aver 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 consultations
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 hundreds of training and career development opportunities and 10,000+ courses available with LinkedIn Learning
Online Associate Degree Program
Tuition Assistance Program

Agency Culture

Service Awards
Performance Leave
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)