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A “regular” employee is hired to work at least 20 hours per week for a period of at least four and one-half months, excluding those employed in positions which require student status as a condition of employment.

“Texas State University, to the extent not in conflict with federal or state law, prohibits discrimination or harassment on the basis of race, color, national origin, age, sex, religion, disability, veterans’ status, sexual orientation, gender identity or expression.”

Texas State University is a tobacco-free campus.



Human Resources
601 University Drive
J.C. Kellam Building, Suite 360
San Marcos, Texas 78666
512.245.2557
www.hr.txstate.edu/benefits.html



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Group Insurance

Full-time employees are automatically covered on the first day of employment with no cost for employee-only health coverage. Texas State also contributes 50% of the premium for dependent health coverage.

For part-time employees (FTE of 50-74%), Texas State will make a 50% contribution for employee-only health coverage and a 25% contribution toward dependent health coverage after a 60-day waiting period.

The coverage includes prescription coverage and \$5,000 basic term life insurance with accidental death & dismemberment coverage. Most of our health plans have a \$0 deductible in-network!

On the first day of employment, the following optional coverages are available at the employee's expense:

- Dental
- Vision
- Optional Life Insurance
- Dependent Life Insurance
- Short & Long Term Disability
- Accidental Death & Dismemberment
- Flexible Spending Accounts

Paid Leave

- **Vacation:** full-time employees earn 8 hours per month; hours increase to a maximum of 21 hours per month as years of state employment increase.
- **Sick:** full-time employees earn 8 hours per month with no maximum accrual.
- **Sick Leave Pool:** additional sick leave is available for a catastrophic illness up to 90 work days, or lifetime maximum of 180 days.
- **Holidays:** up to 15 paid holidays per fiscal year.

Longevity Pay

Full-time employees receive \$20 monthly for every two years of state employment. Additionally, regular employees receive a 1.5% increase to base salary for every two years of Texas State service up to a maximum of four increases.

Academic Release and Tuition Support

Texas State full-time benefits-eligible employees can participate in college or university credit courses taken at Texas State or other accredited higher educational institutions. Eligible employees can receive paid class release time to attend these courses, if held during their normal work hours.

Certain fees and designated tuition are also waived for courses taken at Texas State.

Work Life and Employee Assistance Program

Texas State's Work Life Program helps connect faculty and staff with campus and community resources. Bobcat Balance consists of life-time management tools including: counseling benefits through an employee assistance program, resources to help find child care, elder care, legal assistance, financial counseling, routine daily living needs and much more! For more information visit www.worklife.txstate.edu.

Wellness Program

Texas State is committed to providing wellness opportunities for employees. WellCats, Texas State's employee wellness program, provides employees with free group exercise classes, subsidized campus recreation center memberships, cooking demos, health behavior coaching, lunch-n-learns, and more!

Retirement

All new regular employees are automatically enrolled in the Teacher Retirement System (TRS). Full-time faculty and certain staff positions have a one-time irrevocable choice within 90 days of eligibility to elect the Optional Retirement Program (ORP) in lieu of TRS.

TRS is a defined benefit plan.

- The employee tax-deferred contribution is 7.7% and Texas State contributes 6.8% to the system.
- Normal retirement age is 65 with 5 years of service or age 62 with at least 5 years of service and meets the Rule of 80 (combined age and years of service credit equal at least 80).
- The standard annuity benefit formula is 2.3% of the average of the best five annual salaries multiplied by the number of years of service. Higher salaries and more years of service will mean a greater retirement benefit.

Employees and Texas State both contribute the required amounts to Social Security.

Retiree health insurance benefits are available when the Rule of 80 is met or age 65 as long as the retiree has at least 10 years of eligible service.

Supplemental Retirement Savings

Employees may participate in a traditional or Roth 403(b) Tax Deferred Account and the Texas Saver 457 Plan through payroll deduction. The voluntary contributions may be invested in a variety of investment products with an approved company.

This information is available in alternate format upon request from the Office of Disability Services.