“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.

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**Featured Benefits**

- Group Insurance
- Paid Leave
- Longevity Pay
- Academic Release and Tuition Support
- Retirement
- Supplemental Retirement Savings
- Wellness Program
- Work Life & Employee Assistance Program
- Employee Discount Program
- Mother-Friendly Worksite

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.

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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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**We’ve got you covered!**
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 Texa$aver 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.