• Retirement Contributions (employee contribution tax sheltered):
  Teacher Retirement System – 7.2% by employee; 6.8% by State of Texas
  Optional Retirement Program – 6.65% by employee; 6.6% by State of Texas

• Social Security participation

• Vacation leave with pay (pro-rated if less than 100%, position must meet qualification criteria):

<table>
<thead>
<tr>
<th>Employees with total State employment of:</th>
<th>Hours accrued monthly:</th>
<th>Max hrs carried-over:</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 24 months</td>
<td>8</td>
<td>180</td>
</tr>
<tr>
<td>25 - 60 months</td>
<td>9</td>
<td>244</td>
</tr>
<tr>
<td>61 - 120 months</td>
<td>10</td>
<td>268</td>
</tr>
<tr>
<td>121 - 180 months</td>
<td>11</td>
<td>292</td>
</tr>
<tr>
<td>181 - 240 months</td>
<td>13</td>
<td>340</td>
</tr>
<tr>
<td>241 - 300 months</td>
<td>15</td>
<td>388</td>
</tr>
<tr>
<td>301 - 360 months</td>
<td>17</td>
<td>436</td>
</tr>
<tr>
<td>361 - 420 months</td>
<td>19</td>
<td>484</td>
</tr>
<tr>
<td>421 - 999 months</td>
<td>21</td>
<td>532</td>
</tr>
</tbody>
</table>

• Sick leave with pay: accrue 8 hours per month (pro-rated if less than 100%)

• Family and Medical Leave: 12 weeks (qualification criteria must be met)

• Longevity pay (full-time staff employees only): $20 per month for every two years of service, up to forty-two years of service, with a maximum monthly payment of $420

• Hazardous duty pay (for law enforcement personnel only): $10 per month per year of service, up to a maximum monthly payment of $300

• Pay Day: first work day of each month

• Paid Holidays: September 7, 2015
  November 26-27, 2015
  December 24, 2015 – January 1, 2016
  January 18, 2016
  March 11, 2016
  May 30, 2016
  July 4, 2016
  Labor Day
  Thanksgiving
  Christmas/New Year
  Martin Luther King, Jr. Day
  Spring Break
  Memorial Day
  Independence Day

• Birthday Leave: one paid day off during fiscal year (pro-rated if less than 100%). Must be employed 6 months prior to birthday.

• Workers’ Compensation insurance

• Texas Deferred Compensation and Supplemental Retirement Annuity

• Tax Saver Plans (IRS Section 125 flexible benefit spending accounts)

• Basic coverage paid by State contribution for Employee only: $7500 term life insurance/$5000 accidental death and dismemberment (AD&D)

• Optional coverage’s for Employees and Dependents: medical insurance (PPO), dental (PPO & HMO), vision, additional AD&D, term life insurance, and long-term disability income protection (employee only)

• Alcohol/drug free workplace as provided by Federal and State law; all employees are strictly prohibited from being under the influence of unlawful use/selling/possession or abuse of an illicit drug or other controlled substance during working hours

• Effective 8/1/92, NO TOBACCO PRODUCTS may be used in any Tarleton building or vehicle