



**TARLETON STATE UNIVERSITY
BENEFITS PACKAGE SUMMARY
2023-2024**

Employee Services

Box T-0510
Stephenville, TX 76402
254-968-9128(p)
254-968-9590(f)

- **Retirement Contributions (employee contribution tax sheltered):**
Teacher Retirement System – 8.25% by employee; 8.25% 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):

<u>Employees with total State employment of:</u>	<u>Hours accrued monthly:</u>	<u>Max hrs carried-over:</u>
0 - 24 months	8	180
25 - 60 months	9	244
61 - 120 months	10	268
121 - 180 months	11	292
181 - 240 months	13	340
241 - 300 months	15	388
301 - 360 months	17	436
361 - 420 months	19	484
421 - 999 months	21	532
- **Sick leave with pay:** accrue 8 hours per month (pro-rated if less than 100%, position must meet qualification criteria)
- **Family and Medical Leave:** 12 weeks (qualification criteria must be met) unpaid leave
- **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 for FLSA Exempt positions; every other Friday for FLSA Non-Exempt positions
- **Paid Holidays:** (pro-rated if less than 100%, position must meet qualification criteria):

November 23-24, 2023	Thanksgiving	Dec. 25, 2023- Jan. 1, 2024	Winter Break
January 15, 2024	MLK Day	March 15, 2024	Spring Break
May 27, 2024	Memorial Day	June 19, 2024	Emancipation Day
July 4, 2024	Independence Day		
- **Birthday Leave:** one paid day off during fiscal year (pro-rated if less than 100%). Must be employed 6 months before eligible.
- **Workers' Compensation coverage**
- **Voluntary Texas Deferred Account (TDA), Deferred Compensation Plan (DCP)**
- **Tax Saver Plans (IRS Section 125 flexible benefit spending accounts – Medical and Dependent Care)**
- **Employee Assistance Program:** Confidential counseling, referral, and consultation services
- **Basic coverage paid by State contribution for Employee only:** \$7,500 term life insurance/\$5000 accidental death and dismemberment (AD&D)
- **Optional coverage's for Employees and Dependents:** medical insurance (PPO), dental (PPO), vision, additional AD&D, term life insurance, and long-term disability income protection (employee only)
- **Doctoral Education Assistance:** Full-time budgeted employees at all A&M System Universities, Agencies, and System Offices are qualified for reimbursement of tuition and mandatory fees. The initiative begins with Spring 2022 semester for eligible employees pursuing approved doctoral programs at A&M System Universities.
- **Family Education Benefit:** Beginning in Spring 2023 a 50% reduction on assessed tuition (statutory, designated, differential and board authorized) and mandatory fees (excluding costs associated with room and board, books, supplies, parking, and athletics) as a benefit for **eligible employees** and their dependent family members.
- **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
- **Tobacco free campus:** As of January 1, 2020, all Tarleton locations are tobacco/smoke free, including vaping. Rule 34.05.99.T1