

TxDOT Total Rewards for Full-time Employees

Insurance Benefits

- Health insurance — 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



Texas Department of Transportation

TxDOT Total Rewards

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)



TxDOT.gov

#TxDOTcareers | Equal Opportunity Employer