

# BENEFITS

★ SERVICE ★ ETHICS ★ RESPECT ★ VALUES ★ INTEGRITY ★ COURTESY ★ EXCELLENCE ★



The Texas A&M University System offers affordable **HEALTH INSURANCE** plans to serve the needs of their employees, as well as optional dental, vision, long-term disability, and life insurance plans available.

**15–17 days**



**average paid vacation days/holidays per year\***

\*Eligible employees may begin to use vacation accruals after six months of continuous state employment. Vacation time accrues monthly per state service time served.

For employees with less than two years of service, they earn 8 hours monthly of vacation days. There is a maximum number of hours that can be carried forward.



**LONGEVITY PAY** is earned in \$20 increments based on years of service, starting with at least 24 months of service.



Eligible employees are entitled to use **SICK LEAVE**. Employees may begin to use their sick leave accruals immediately upon hire with no waiting period. Sick leave accruals are earned at a rate of eight hours per month for a full-time employee and earned proportionally down to 50% effort (a 50%-effort employee will earn four sick leave hours per month).



A commissioned peace officer of an institution of higher education is considered to be in a hazardous duty position and entitled to **HAZARDOUS DUTY PAY** of \$10 per month for each 12-month period of accrued lifetime service credit in a hazardous duty position. To be eligible, they must be a full-time employee, be in paid status on the first workday of the month, and have accrued 24 months of lifetime service credit not later than the last day of the preceding month.



**WELLNESS RELEASE TIME** provides all full-time, benefits-eligible, Texas A&M employees

the opportunity to use 30 minutes of their regular work hours, up to three times a week, to exercise or participate in physical fitness activities.



Texas A&M University offers plans through Teachers Retirement System of Texas (TRS) with various options available. Additional **RETIREMENT PROGRAMS** are also available.

You may also enroll in the Tax-Deferred Account Program and/or the Tax-Saver Deferred Compensation Plan at any time during employment. These plans are in addition to your TRS.

For more information on benefits offered by The Texas A&M University System, please visit <https://employees.tamu.edu/benefits/index.html>.