

# EMPLOYMENT BENEFITS AT A GLANCE

There are many professional, personal, and financial benefits with the Texas Animal Health Commission (TAHC). Join the agency to help meet a meaningful mission protecting the health and marketability of Texas livestock, poultry, and exotic livestock and poultry, with all the perks!

## Positive Workplace Culture

**Flexible Scheduling** – Support for a healthy work-life balance with flexible work schedules.

**Wellness** – Paid leave for employees who obtain a physical examination and complete an online health risk assessment; Option to use 30 minutes of paid time during normal working hours for exercise, up to three times a week.

**Employee Assistance Program (EAP)** – Provides all employees and their families free confidential counseling—employees receive up to six counseling sessions for each issue.

**State Employee Charitable Campaign (SECC)** – Opportunities for employees to give back to the community by making charitable contributions through monthly payroll deductions.

## Compensation & Other Financial Benefits

**Base Salary** – TAHC strives to offer competitive salaries for all employees.

**Longevity Pay** – Employees can earn an additional \$20 per month for every two years of state service.

**Direct Deposit** – Easy set up for monthly salary directly deposited to a designated bank or credit union.

**Advancement Opportunities** – TAHC supports advancement of employees, specifically through career ladder opportunities for Livestock Inspector and Administrative Assistant roles.

**Texa\$aver 401K/457 Program** – Opportunity to contribute to a Texa\$aver 401K/457 retirement savings account, offering a variety of investment options at lower than average fees to help employees add to their ERS retirement income.

**Worker's Compensation** – Work-related injury or illness may qualify for one or more of the following: medical benefits, income benefits, death benefits, or burial benefits.

**Discount Purchase Program (Beneplace)** – Provides employees discounts on a variety of products and services, with no fees or membership requirements.

## Paid Time Off

**Paid Vacation Leave** – Full-time employees accrue paid vacation leave monthly and as service continues, the employee's vacation rate of accrual increases.

**Paid Sick Leave** – Full-time employees earn eight hours of paid sick leave every month.

**Paid Holidays** – Employees are provided paid days off on national, state, and optional holidays observed by TAHC and maintained by the State Auditor's Office [State holiday schedule](#).

**Additional Paid Time for Illness or Injury** – Additional opportunities for paid sick leave time include: donated sick leave, extended sick leave, and sick leave pool

**Other leave time** – Available additional leave time includes: family medical leave, parental leave, military leave, and veterans leave



## State Paid Insurance

**Health Insurance** - TAHC pays 100% of health insurance premium for full-time employees, effective for new employees the first day of the month following the 60th day of employment, and 50% of the premium cost for dependents.

**Basic Term Life Insurance** – TAHC pays 100% of the basic term life premium, for a policy worth \$5,000, for full-time employees.

**Accidental Death & Dismemberment (AD&D) Insurance** - TAHC pays 100% of the AD&D insurance premium, for a policy worth \$5,000, for full-time employees.

## Optional Employee Paid Insurance

**Dental Coverage** – Two dental plan options available to employees and eligible dependents.

**Vision Coverage** – Save money on eye exams and eyewear for employees and dependents with a small monthly premium and low copays.

**Additional Optional Life Insurance** – Employees are eligible to purchase additional term life insurance (beyond the basic State paid coverage) at group rates, from one to four times employees' annual salary.

**Dependent Term Life Insurance** – Employees eligible to purchase \$5,000 in life insurance coverage where premiums cover all eligible dependents.

**Additional Accidental Death and Dismemberment (AD&D) Insurance** - Employees may purchase AD&D insurance coverage ranging from \$10,000 - \$200,000 for themselves and eligible dependents

**Disability Insurance** – The Texas Income Protection Plan offers short-term and long-term disability coverage protecting employee income if an employee can't work because of illness, injury, or pregnancy.

**Texas Legal** - Affordable legal services available through employee self-pay.

## Training & Development Opportunities

**Agencywide Training** – Training provided to staff specific to helping protect the health of livestock, enforcing livestock movement requirements, and responding to livestock in emergency situations.

**Leadership Development** – Opportunities through the State of Texas, spanning all levels of the agency, for management development to help grow leaders from within.

**Online Training** – Wide range of online training courses related to agency mission and emergency preparedness available to all staff.

**Professional Certifications and Licensing** - Support to achieve and maintain relevant professional certifications and licensing.

## Employee Rewards & Recognition

**Administrative Leave for Outstanding Performance**

- Up to 32 hours of administrative leave with pay, may be granted per fiscal year, as a reward for outstanding performance.

**Service Awards** – Employees acknowledged and recognized for continued state service with a service award.

