## TEXAS STATE UNIVERSITY

## What Are Your Benefits Worth? You're Paid More Than Your Paycheck

## Paycheck + Benefits = Total Compensation

For the average Texas State University staff employee, the benefits package makes up approximately one third of their total compensation. Texas State employees receive both direct compensation (your paycheck) for time worked as well as indirect compensation (your benefits).


What are your benefits worth?
Let's breakdown those benefits by category.
Below is an example of the benefits value for a full-time staff employee with an annual salary of $\$ 54,082^{*}$

State Longevity \& Hazardous Duty Pay


Employer Payroll
Expenses

Paid Time Off
Social Security and Medicare Taxes $(\$ 4,137)+$ Worker's Compensation (\$270) + Unemployment Compensation (\$54)
\$1,200


Holidays (13 days) (\$2,704) + Sick Leave (12 days) (\$2,496) + Vacation (15 days) (\$3,120)
\$8,320

*These figures are based on the average full-time staff salary as of August 1, 2019.

Your benefits package can grow even more with:

- Specialty paid leaves
- Professional development and training
- Reimbursement for academic courses
- Employee wellness program
- Work life and employee assistance program

These benefits may vary depending on employee circumstances.


