



The Texas State Board of Pharmacy

Benefits Overview

The Texas State Board of Pharmacy (TSBP) is part of the Employee Retirement System of Texas (ERS) which manages insurance benefits under the Texas Employees Group Benefit Program (GBP).

The attached brochure from ERS provides an overview of available insurance and retirement plans provided by ERS.

More information regarding ERS and the GBP can be found at www.ers.texas.gov.

Employee Assistance Program

TSBP contracts with Workers' Assistance Programs of Texas to provide assistance to employees and their dependents who may be experiencing personal life problems, such as marital strife, legal or financial problems, stress, emotional problems, family problems, and drug or alcohol-related problems. This service is provided at no cost to the employee and is strictly confidential.

Vacation (Annual) Leave Accrual

State employees are entitled to paid vacation leave each year. Employees begin to accrue vacation leave on their first day of employment and on the first calendar day of each succeeding month of state employment. However, vacation leave may not be taken until the employee has been employed with the State for six continuous months.

The amount of vacation leave earned and allowed to carryover is set by the Texas Legislature. Currently, the following leave accruals and carryover hours are as follows:

Schedule of Vacation Leave Accruals for Full-Time Employees			
Length of Service	Hours Accrued per Month	Days Accrued per Year	Allowable Carryover (Hours)
Less than 2 years	8	12.0	180
At least 2 but less than 5 years	9	13.5	240
At least 5 by less than 10 years	10	15.0	268
At least 10 but less than 15 years	11	16.5	292
At least 15 but less than 20 years	13	19.5	340
At least 20 but less than 25 years	15	22.5	388
At least 25 but less than 30 years	17	25.5	436
At least 30 but less than 35 years	19	28.5	484
At least 35 years or more	21	31.5	532



Sick Leave Accruals

Full-time state employees accrue sick leave at a rate of 8 hours per month. Employees accrue sick leave beginning on the first day of employment and on the first calendar day of each succeeding month of state employment.

Sick leave must be used in accordance with the Texas Government Code 661. 202.

Sick Leave Pool and Family Leave Pool

Employees may donate sick leave to either the Sick Leave Pool or Family Leave Pool. Employees may be eligible to withdraw leave from the pool(s) if they need to: bond and care with a child during the first year following birth, adoption, or foster placement, care for a seriously ill family member, or recover from their own serious illness or injury.

Paid Holidays

State employees are eligible for paid day off for state and federal holidays if the holiday does not fall on a weekend and the employee is not on leave without pay. Employees who work on an observed state holiday that does not fall on a weekend will be allowed compensatory time off during the 12-month period following the date of the holiday worked.

A full list of holidays is available at <https://hr.sao.texas.gov/Holidays/>

Longevity Pay

Longevity pay is provided to all eligible full-time employees who are not on leave without pay the first workday of the month and who have at least two years of lifetime service credit.

Longevity pay is \$20 per month after two years of service. Longevity pay is increased by an additional \$20 per month after each two years of service, up to 42 years of state employment.

Questions about Benefits

Contact the TSBP Human Resources Team

Texas State Board of Pharmacy
Human Resources
1801 Congress Ave Ste 13.100
Austin TX 78701

human.resources@pharmacy.texas.gov

DISCLAIMER: Every effort has been made to ensure the accuracy of the contents of this document. However, in the event of any discrepancy between this publication and the official documents, contracts, statutes, and administrative rules governing the programs administered by the Texas State Board of Pharmacy (TSBP), Employees Retirement System of Texas (ERS), and State Office of Risk Management (SORM) those documents, contracts, statutes, and administrative rules will prevail.



100% premiums paid on health coverage for eligible full-time employees



50% health premiums paid for eligible spouses and children of full-time employees



Opportunity for retirement payments for life



Valuable benefits make up about one-third of the average State of Texas compensation package



More pay and vacation time as rewards for longevity

ERS OFFERS COMPETITIVE BENEFITS☆☆☆ TO ENHANCE THE LIVES OF ITS MEMBERS

Benefits are subject to change based on funding by the Texas Legislature.

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SYSTEM OF TEXAS
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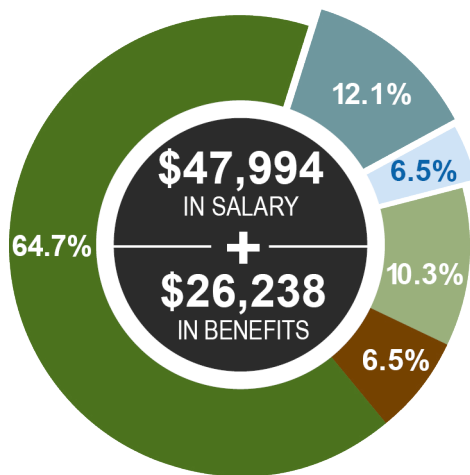
11/3/2021



State of Texas employees earn valuable benefits

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Average state employee total compensation = \$74,232



Employees say that benefits are a major draw to State of Texas employment.

- Salary – **65%**
- Health insurance – **12%**
- Vacation, holidays and sick leave – **10%**
- Other (payroll expense, longevity pay) – **6.5%**
- Pension – **6.5%**

Source: Texas State Auditor's Office, A Report on State Employee Benefits as a Percentage of Total Compensation, July 2020

Insurance and Other Benefits

Health Insurance

Choose from HealthSelect of Texas®, a point-of-service plan, or Consumer Directed HealthSelectSM, a high-deductible plan with tax-free health savings account (HSA).

- Health insurance premiums for eligible full-time employees paid at 100% for you and 50% for dependents. For eligible part-time employees, premiums paid at 50% for you and 25% for dependents
- No deductibles for in-network, in-area services in HealthSelect of Texas
- Low-cost doctor visits and low- or no-cost virtual visits that let you meet with a provider online or by phone
- Preventive care and physicals covered at 100%
- Full prescription drug coverage with a mail-order service
- State contribution to HSA for high-deductible health plan members

Flexible Spending Accounts

Opportunity for tax savings with health and dependent care accounts

Dental and Vision Insurance

- Optional dental insurance for routine cleanings, basic and major services
- Vision insurance option that covers eye exams and glasses or contacts

Life and Disability* Insurance

- Life insurance option that may pay up to four times your annual salary
- Disability insurance option covering up to 66% of your salary for a specified time

Other Perks

- Paid holidays, vacation and sick days
- Discount program offering savings on electronics, concerts, sports and other purchases

*Some agencies offer their own disability benefits. Check with your human resources department.

Retirement



Defined benefit retirement plan offers lifetime retirement payments after just 10 years of state service (five years for employees starting on or after Sept. 1, 2022)

**10
YRS**

Employees earn insurance benefits* in retirement after 10 years of state service.



On average, what the State of Texas pays in annuities totals more than what state workers contribute to the defined benefit plan.



Optional 401(k) / 457 plans with affordable minimum contributions and low fees can help boost retirement income.



These benefits can help you plan for a more financially secure future.

*Health and other insurance benefits for employees and retirees are subject to change based on available state funding. You should confirm the benefits available as of your proposed hire date with the agency's human resources department.

Did you know?

Defined benefit retirement accounts can't lose their value due to market fluctuations, unlike retirement plans offered by many other employers. These types of plans are becoming increasingly rare because most employers no longer offer them.

