

**TEXAS MEDICAL BOARD (TMB)
Benefits at a Glance**

Please note that every effort has been made to ensure the accuracy of the contents of this document. However, if a discrepancy is discovered between the content below, the official statutes, official contracts, official documents, and official administrative rules governing these programs administered by the Employees Retirement System (ERS), will prevail any discrepancies.

BENEFITS	ELIGIBILITY	BENEFIT DETAILS	WHO PAYS
Health Insurance	All TMB employees and eligible dependents following a 60-day waiting period.	Coverage under HealthSelect or an HMO; if enrolled, a \$5,000 life insurance with Accidental Death & Dismemberment (AD&D) is included	The paid portion depends on the level of health coverage selected. Employee-only health insurance is paid for individuals who work 40 hours per week or more; the state contributes 50% of the dependent contribution, if enrolled
Optional Insurance	All TMB employees and eligible dependents; individuals can enroll within their first 31 days on the job without going through the evidence of insurability	Term Life (employee only); AD&D (employee and eligible dependents), Long and Short term disability (employee only); and dependent life insurance	Employee pays all optional premiums through payroll deduction
Dental Insurance	All TMB employees and eligible dependents	Three dental plans-two plans provide discounted treatment fees through contracted dentists; the other has choice of dentist with deductibles and copayments	Employee pays premiums through payroll deduction; premium is based on coverage selected
Flexible Benefits- TexFlex Accounts (Health Care and Dependent Care)	All TMB employees even if not enrolled in state health insurance	To pay for planned out-of-pocket health and day care costs tax-free; a monthly minimum day care contribution of \$15 and a maximum contribution of \$416.67; a monthly minimum contribution for health care of \$15 and a monthly maximum contribution of \$212.50	The enrollment amount is deducted monthly through payroll deduction before income and FICA tax
Retirement	Participation in on the first day of employment	A defined benefit plan administered by the Employees Retirement System (ERS); employee contribution is 9.5% and is deducted pre-tax; state and agency	Employees have their 9.5% of their gross monthly salary deducted and placed in the retirement system

		contributes 10% to the ERS retirement fund	
Supplemental Retirement	All TMB employees	Two Tax\$aver deferred compensation programs: 401(k) and 457. New employees are automatically enrolled in the 401(k) plan at 1%, unless employee opts out; money deferred is not subject to federal withholding until withdrawn from the plan	Employees pay any supplemental retirement deferred amount and any applicable fees
Holidays	All TMB employees	The Legislature designates holidays observed by state employees; three types: National, State, and Optional Holidays; Employees observing an Optional Holiday must work a state holiday to make up the hours they took off to observe the Optional Holiday or the hours will be deducted at the end of the fiscal year	TMB
Employee Assistance Program	All TMB employees and their families	Confidential assessment visits, crisis intervention counseling, and short-term counseling, up to 5 free visits per year	TMB
Workers' Compensation	All TMB employees injured on the job or with an occupational disease	Medical, temporary weekly income, impairment income, supplemental income, lifetime income, or death/burial benefits	TMB
Educational Assistance Program	All TMB full-time employees after completing one year of agency service	Tuition Assistance Program (TAP) Educational Leave Program (ELP)	TMB
Texas Legal Protection Plan	All TMB employees and their immediate family members	Group legal services plan providing an array of legal services from participating attorneys	Employee
State Employee Charitable Campaign	All TMB employees	Option to choose charity and amount to be donated to an approved charity of employee's choice	Employee pays through payroll deduction
Vacation Leave	All TMB employees; may be used after 6 months of continuous state service	Number of vacation hours earned per month is based on total years of state employment (minimum is 8 hours per month; maximum is 21 hours); Part-time employees earn proportionally; Vacation may use after six months of continuous State service and with supervisor's approval	TMB

Sick Leave	All TMB employees	Eight hours per month with unlimited accumulation; Part-time employee earn proportionally	TMB
Sick Leave Pool	All TMB employees who experience a catastrophic injury/illness; or an eligible immediate family member's catastrophic injury/illness	Once all paid leave is exhausted, an additional amount of paid sick leave may be granted with a limitation to 240 hours; the total amount granted during an employee's tenure with TMB cannot exceed the lesser of 1/3 of the pool balance or 90 days (720 hours); Prorated for part-time employees	Texas Medical Board employees voluntarily donate sick leave hours to the pool
Family Medical Leave	Employees who have been employed by the state for at least 12 months (does not have to be continuous) and have been physically on the job at least 1,250 hours during the 12 month period immediately preceding the need for leave	Provides a total of 12 weeks of unpaid leave during a 12-month period for the birth and care of a newborn; placement of a child for adoption or foster care; to care for own serious health condition or a spouse's, child, or parent serious health condition; May be used for military-related absences	
Emergency Leave	All TMB employees	Normally up to 3 days of paid leave in the event of death of an immediate family member	TMB
Jury Duty Leave	All TMB employees	Leave with pay during jury service	TMB
Exercise Leave	All TMB employees	With Supervisors' approval employees may use up to 90 minutes per week for exercise leave during the work week	TMB
Military Leave	TMB employees who are members of state military or reserve components	Up to 15 workdays per federal fiscal years when called to active duty for training; emergency leave may be granted if called to active duty for Homeland Security	TMB
Flextime & Compressed Work Schedules	TMB employees in certain positions	With Manager's approval, an employee may request to work a different work shift other than 8-5, Monday-Friday with a minimum 30 minute lunch	N/A
Longevity Pay	All TMB full-time employees with two or more years of	Eligible employees will receive longevity pay of \$20.00 per month for each two year	TMB

	state service	increment of service, with a maximum of \$420.00 per month	
Direct Deposit of Earnings	All TMB employees	Direct deposit of monthly salary earnings to employee's designated financial institution	Employees pay applicable fees associated with their financial institution account
Parking	All TMB employees	Free parking in garages designated for state parking; designated parking is also provided for employees with disabilities	TMB