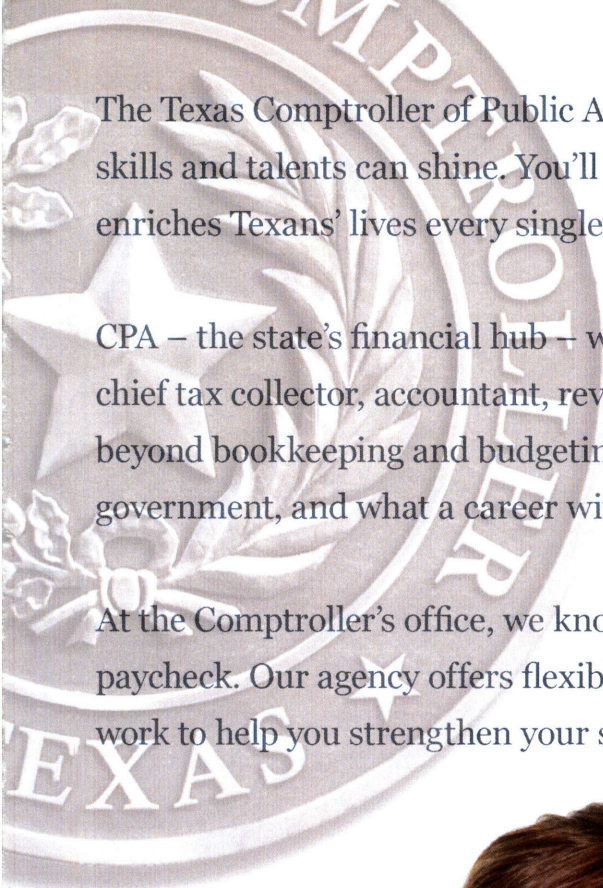




Susan Combs Texas Comptroller of Public Accounts

Comptroller Careers: Your Benefits. Our Investment.



The seal of the Texas Comptroller of Public Accounts is visible in the upper left corner. It features a five-pointed star in the center, surrounded by a circular border with the text "COMPTROLLER OF PUBLIC ACCOUNTS" and "TEXAS".

The Texas Comptroller of Public Accounts (CPA) offers a dynamic work environment where your skills and talents can shine. You'll join a smart, forward-thinking agency whose work affects and enriches Texans' lives every single day.

CPA – the state's financial hub – was established in 1835. The agency serves as our state's chief tax collector, accountant, revenue estimator and treasurer. Our focus also stretches beyond bookkeeping and budgeting to steer innovative and exciting programs. Rethink state government, and what a career with CPA could mean for you.

At the Comptroller's office, we know potential employees are looking for more than just a paycheck. Our agency offers flexible schedules for busy lives, top-notch benefits and challenging work to help you strengthen your skills and encourage your professional growth.





Great vacation time and paid holidays mean more time for the best things in life.



Sick leave, emergency leave, even parent-teacher conferences are just some benefits that are part of what we provide.



We have special events for CPA employees to explore, enrich and empower.

Paid Time Off

We value your time as much as you do. CPA offers our employees several options to help them achieve balance between work and family life.

Vacation – Vacation time, initially earned at a rate of eight hours per month, begins accruing on your first day with the agency. You can use your vacation time after just six months of employment. As your years of service increase, so does the monthly accrual rate. You may also carry over a large portion of vacation hours from year to year.

Sick Leave – As a full-time employee, you'll earn eight hours of sick leave each month beginning immediately. Sick leave may also be carried over each fiscal year.

Emergency Leave – You'll receive paid emergency leave to cope with a death in your family.

Sick Leave Pool – In the event that a catastrophic illness or injury forces you to exhaust all accrued leave, your co-workers have you covered.

Jury Duty – Leave with pay is given to those on jury or witness duty.

Parent-Teacher Conference – You won't have to choose between getting paid and visiting your child's teacher. Use up to eight hours of sick leave per year to attend parent-teacher conferences.



Military Leave – Employees in the military can use up to 15 days of military leave each federal fiscal year. Employees in the National Guard who are called to active duty are entitled to paid emergency leave. Other military benefits may also apply.

Insurance

Peace of mind comes from knowing that you and your family will be taken care of. CPA offers a comprehensive array of affordable insurance options.

Health – After a 90-day waiting period, the state of Texas covers your entire health insurance premium and a portion of your dependent's premium. Choose between

HMO and Blue Cross–Blue Shield plans.

Dental – Smile. We offer two dental plans: The State of Texas Dental Choice Program and the Dental Health Maintenance Organization.

Term Life – At reasonable rates, term life insurance can provide our beneficiaries with up to four times your annual salary, certain restrictions may apply.

Long-Term and Short-Term Disability – This elective insurance is designed to replace part of your income if you become disabled.

AD&D – Protect you and your family with Voluntary Accidental Death and Dismemberment insurance.

Dependent Term Life –

Dependent term life insurance is available for your dependents at a reasonable premium.

Compensation

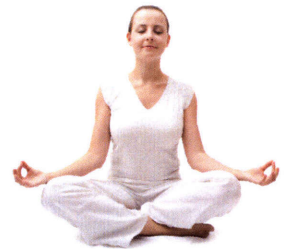
In addition to your monthly salary, CPA offers programs to help your money work harder for you.

Pension Plan

(Employee Retirement System)
– After a 90-day waiting period, 6.5 percent of your gross salary is placed in a retirement account.



We have health plans along with life insurance and other coverages to give you peace of mind.



Our wellness programs offer every CPA employee a healthy state of mind and body.



CPA employees have several options to choose from when it comes to savings, pension and compensation plans.



Deferred Compensation – You will automatically be enrolled in the Texa\$aver program and contribute 1 percent of your monthly salary into a 401(k) plan. A 457 account is also available. You may opt out at any time.

TexFlex – Save on your taxes by enrolling in Health Care and/or Dependent Care reimbursement accounts.

Savings Bonds – Invest in the future. These may be purchased through payroll deduction.

Workers' Compensation – State employees are covered under the Texas Workers' Compensation laws.

Direct Deposit – Have your monthly pay directly deposited into your bank account.

Longevity Pay – Each full-time employee receives an additional \$20 per month for every two years of state service up to a certain amount.

Credit Union Membership – Comptroller employees and their families are eligible to join the Capitol Credit Union.

Professional Development

The Comptroller's office is committed to offering in-house and outside training opportunities that enable employees to enhance their skills, performance and confidence on the job. These include:

cpaAcademe – An extensive in-house training program offering courses for professional and personal growth and development.

Brown-bag Lunches – Informal and informative forums offered during the lunch hour.

To ensure performance excellence at CPA, all employees are evaluated on six agency core competencies that showcase what is most important to our organization.

- **Teamwork** – Works with others to achieve a common goal.
- **Customer Service** – Meets the needs and expectations of internal and external customers.
- **Adaptability** – Adjusts to changing workplace demands.
- **Communication** – Effectively conveys information and encourages an exchange of ideas.
- **Problem Solving** – Identifies, defines and solves problems.
- **Professional Conduct and Development** – Acts in the best interest of the agency, maintains confidentiality and continually strives to improve self and job performance.

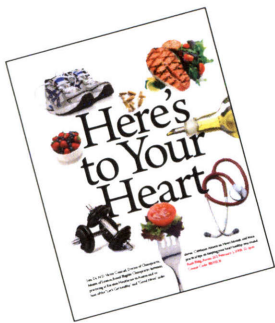
Other Benefits:

Free Parking
Wellness Program
Employee Assistance Program
Business Casual Dress
Work Alternative Programs available

See where you can make a difference.
View our current job postings and apply at:
www.window.state.tx.us/careers/.



The people of Texas deserve our best, and we set high standards and are measured by them.



The Brown Bag Lunch series brings speakers and events to you to enjoy and learn from.

cpaAcademe!
CPA Enrichment Center

Advanced career training is always opening up ways to excel and stay on top of your profession.

