

FY	NAME	ANNUAL_RT	DESCR	R003265 Category
FY16	Harris, Rand S	109,777	FY 16 Conversion	COO
FY16	Gilliam, Camille Hinchlif	117,000	FY 16 Conversion	Assistant Comm'ner CPS
FY16	Harris, Rand S	109,777	Y38 - Transfer - Mgt Directed	COO
FY16	Harris, Rand S	109,777	Change Non-Salary Rate Data	COO
FY16	Gilliam, Camille Hinchlif	117,000	Rpts To Chg: Mgr New Hire/Vac	Assistant Comm'ner CPS
FY16	Garcia, Kelly Kennedy	125,380	Legislatively Mandated Trans	HHSC - External Relations
FY16	Gilliam, Camille Hinchlif	117,000	Update Position	Assistant Comm'ner CPS
FY16	Garcia, Kelly Kennedy	125,380	Change Non-Salary Rate Data	HHSC - External Relations
FY16	Henderson, Tracy Louise	156,256	FY 16 Conversion	CFO
FY16	Subia, Lisa C	151,597	Inter-Agency Transfer In	CFO
FY16	Henderson, Tracy Louise	156,256	Retirement	CFO
FY16	Subia, Lisa C	151,597	Change Non-Salary Rate Data	CFO
FY16	Rasco, Sasha W	127,981	Y20-Promotion - Compet Select	PEI
FY16	Rasco, Sasha W	127,981	Change Non-Salary Rate Data	PEI
FY16	Rasco, Sasha W	127,981	Change Non-Salary Rate Data	PEI
FY16	Rasco, Sasha W	127,981	Update Position	PEI
FY16	Sims, Jennifer D	145,544	FY 22 Automatic Conversion	DFPS
FY16	Sims, Jennifer D	149,182	FY 16 Conversion	DFPS
FY16	Sims, Jennifer D	149,182	Trans to Another Agency	DFPS
FY16	Olse, Kathleen R	175,000	Y38 - Transfer - Mgt Directed	DFPS
FY16	Specia, John J	210,000	FY 16 Conversion	Commissioner
FY16	Specia, John J	230,523	Change Unclassified Salary	Commissioner
FY16	Specia, John J	230,523	Y38 - Transfer - Mgt Directed	Commissioner
FY16	Whitman, Henry Lee	220,000	New Hire or Rehire	Commissioner
FY16	Specia, John J	230,523	Voluntary Separation	Commissioner
FY22	Rasco, Sasha W	149,643	FY 22 Conversion	Assistant Comm'ner PEI
FY22	Wold, Kezeli A	150,454	FY 22 Conversion	Assistant Comm'ner APS
FY22	Black, Stephen D	120,000	FY 22 Conversion	Assistant Comm'ner SWI
FY22	Sylvester, James	159,705	FY 22 Conversion	Assistant Comm'ner CPI
FY22	Sylvester, James	159,705	Y38 - Transfer - Mgt Directed	Assistant Comm'ner CPI
FY22	Richman, Robert Joshua	150,000	New Hire or Rehire	Assistant Comm'ner CPI
FY22	Rasco, Sasha W	149,643	Update Position	Assistant Comm'ner PEI
FY22	Wold, Kezeli A	150,454	Update Position	Assistant Comm'ner APS

FY22	Richman, Robert Joshua	150,000	Update Position	Assistant Comm'ner CPI
FY22	Sylvester, James	159,705	Voluntary Separation	Assistant Comm'ner CPI
FY22	Black, Stephen D	145,000	Merit Increase	Assistant Comm'ner SWI
FY22	Rasco, Sasha W	149,643	Update Position	Assistant Comm'ner PEI
FY22	Talbert, Marta L	150,000	Temporary Assignment Start	Acting Asst Comm'ner CPI
FY22	Kinsey, David Dickson	182,520	FY 22 Conversion	Director
FY22	Kanne, Lisa M	149,021	FY 22 Conversion	COO
FY22	Mitchell, Demetrie M	155,004	FY 22 Conversion	Chief of Staff
FY22	Lawson, Corliss Scroggins	150,000	FY 22 Conversion	Deputy Commissioner
FY22	Kinsey, David Dickson	182,520	Update Position	Director
FY22	Mitchell, Demetrie M	155,004	Update Position	Chief of Staff
FY22	Lawson, Corliss Scroggins	150,000	Update Position	Deputy Commissioner
FY22	Kanne, Lisa M	149,021	Update Position	COO
FY22	Mitchell, Demetrie M	155,004	Voluntary Separation	Chief of Staff
FY22	Frank, Julie	158,000	New Hire or Rehire	Chief of Staff
FY22	Kinsey, David Dickson	182,520	Change Non-Salary Rate Data	CFO
FY22	Mency, Eric	182,520	Temporary Assignment Start	Acting CFO
FY22	Kinsey, David Dickson	182,520	Retirement	CFO
FY22	Griffin, Tamela Denise	182,520	Temporary Assignment Start	Acting CFO
FY22	Woodruff, Trevor Allen	176,753	FY 22 Conversion	Deputy
FY22	Woodruff, Trevor Allen	176,753	Update Position	Deputy
FY22	Woodruff, Trevor Allen	176,753	Voluntary Separation	Deputy
FY22	Lawson, Corliss Scroggins	170,000	Z20 -Promotion -Mngmt Directed	Deputy
FY22	Lawson, Corliss Scroggins	176,753	Equity Adjustment Pay	Deputy
FY22	Masters, Jaime D	235,500	FY 22 Conversion	Commissioner
FY22	Masters, Jaime D	235,500	Update Position	Commissioner

Salary and benefits are determined by the Texas Legislature each session. The current appropriations are found in Title IX of the biennial budget found here:

https://www.lbb.texas.gov/Documents/Appropriations_Bills/87/Final/General_Appropriations_Act_2022_2023.pdf

Below is information available to DFPS employees about the services provided using the appropriations.

DFPS Benefits Guide

Your guide to insurance, retirement, time & leave, and other non-pay compensation

Working at DFPS earns you many benefits beyond your paycheck. Most of these - like insurance and vacation - are managed through either the Employees Retirement System (ERS) or CAPPs.

About Benefits Enrollment

You may select your benefits—including your health insurance, optional coverage and 401k plan—during your initial "enrollment period". Your optional coverage will begin upon hire and your medical insurance will have a 60 day waiting period. You will have 31 days from hire to make changes to your optional coverage and 60 days to make changes to your health coverage. Any changes thereafter, may be made due to a qualifying life event (QLE) or during ERS' annual "open enrollment" period, which is usually during the summer months.

Click on the topics below to expand each of the panels.



Insurance

Health, Dental, Life, Vision and other insurance


Health Insurance

Full-time and part-time employees are eligible to enroll in health insurance. If you are a full-time employee, you can select health insurance through HealthSelect (Blue Cross Blue

Shield of Texas) , Consumer Directed Health Select or a regional HMO (health maintenance organization) within certain regions of Texas. 100% of the premium is paid for by the state for employee's coverage and 50% is paid for your dependent's coverage. If you are a part-time employee, you can enroll in the same coverage as a full-time employee. 50% of the premium is paid for by the state for employee's coverage and 25% is paid for your dependent's coverage.

All of our health plans offer discount plans on prescription drug coverage. HealthSelect members use OptumRX and each HMO includes a comprehensive prescription drug coverage administered by the HMO directly. [\[learn more\]](#)

Dental Insurance

You have two dental plans to choose from, both of which are offered by Delta Dental. Learn more on this ERS Dental Comparison Chart. 

Vision Insurance

Some vision benefits are built into your medical and dental coverage. However, we now offer a separate Vision insurance administered by Superior Vision.

Life and Other Insurance

When you sign up for health coverage, you get a \$5,000 basic



Retirement

ERS, 401K, and 457 Savings Plans

Retirement

Depending on your age and how long you have worked, you may receive an annuity (monthly check) and other benefits when you retire.



However, it is only one part of a financially secure retirement. Learn more at [Benefits at-a Glance/Retirement](#) and [Active-Employees/Retirement](#).

You can speed your way to retirement by applying or purchasing certain types of prior public employment or military service.

There are webinars about retirement available to you. [[learn more](#)]

You contribute 9.5% of your gross monthly salary, and the state contributes 9.5%.

An employee is eligible to receive one month of service credit for each 160 hours or fraction of 160 hours of unused sick leave and vacation leave credited to them at the time of the employee's retirement. This service credit may be used to:

- satisfy requirements for retirement,
- satisfy requirements for group insurance eligibility, or
- increase the employee's annuity benefit.

Exception: If the employee was hired on or after September 1, 2009; or was a former state employee rehired on or after September 1, 2009 and previously withdrew his or her ERS retirement contributions, the employee cannot use unused sick leave and vacation leave to satisfy requirements for



Time & Leave
Sick and Vacation Days, Holiday Schedule &
Extended Leave

Time & Leave

You get time off from work for several reasons including state holidays, paid vacation and sick days, plus extended leave for a variety of reasons including military service, education, and maternity. Your supervisor can even grant you time off for outstanding performance.



- See the DFPS HR Manual (chapter 5) for complete details.
- The State of Texas Auditor maintains a list of state



Medical Savings Account
Medical Flexible Spending Account,
Dependent Care Account, Commuter
Spending Account, Health Savings Account

Medical Savings Account

With TexFlex, flexible spending accounts (FSA) let you set aside money from your check, pre-tax, to use for eligible out-of-pocket expenses including: health care, dependent day care, commuting expenses, and dental and vision expenses. The more you spend, the more you save.



Be aware that you cannot withdraw the money as cash; you must spend the money within a specified period of time; and only certain products and services are eligible. [learn more]

In addition to the flexible spending accounts, there is a health savings account (HSA) option for employees enrolled in the Consumer Directed Health-Select insurance coverage. This provides you with the ability to save money, tax free, in an HSA for health costs now or in the future and the state will contribute to your HSA yearly. [learn more]



Employee Assistance Program
Counseling & Life/Work Services

Employee Assistance Program (EAP)

Through Deer Oaks EAP, DFPS offers therapeutic intervention, work/life services, and other wellness resources. Treatment is

confidential, and assessment, crisis intervention, and short-term counseling are free of charge.

Additional counseling is usually billed on a sliding scale and may be covered by your health insurance. Call (866) EAP-2400 or visit the following websites to learn more:



- Deer Oaks User Login (Use "DFPS" for the login and



Professional Development

Training to Enhance Skills & Knowledge

Professional Development

DFPS offers a wide variety of training opportunities to enhance your skills and knowledge. Most of these are managed through the Center for Learning & Organizational excellence (CLOE), which includes the DFPS Learning Station. CLOE is also in charge of certification.

Certification training for caseworker and front-line supervisors



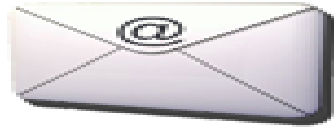
Discounts for State Employees

Save Money on Computers, Travel, Gym

Memberships, and More

Email Us

If you know of other discounts, send us an email and we'll post them on this page.



ERS Discounts for State Employees



All state employees and retirees (and their families) are eligible for the ERS Discount

Program. ERS Beneplace is your official site for State employee discounts. Search for discounts by vendor or by keywords for a variety of products and services, from cars to theme parks to sporting events. Visit <https://www.beneplace.com/discountprogramers/> today!

HealthSelect Discounts and Incentive Programs

HeathSelect BlueCross BlueShield of Texas offers rewards for healthy living and a variety of health and wellness-related products and discounts like gym memberships, eye glasses,



Student Loan Forgiveness
Program Offered by U.S. Federal
Government

Student Loan Forgiveness

The Public Service Loan Forgiveness (PSLF) program allows for forgiveness of student loans for full-time employees of public service agencies, including child or family protective service agencies. The loans that are eligible include:

- Federal Direct Stafford/Ford Loans (direct subsidized loans)
- Federal Direct Unsubsidized Stafford/Ford Loans (direct unsubsidized loans)
- Federal Direct PLUS Loans (for parents and graduate or professional students)
- Federal Direct Consolidation Loans



Alternative Work Schedules/Telework
Flexible Work Options

Alternative Work Schedules/Telework

DFPS wants to provide flexibility to its employees but never at the expense of providing the best service to clients, stakeholders and internal customers.

- **Telework:** A telework agreement between you and your supervisor can provide flexibility related to your work location. Check out the Telework page to see if teleworking is right for you and your job.




Additional Benefits
Benefits and Support for DFPS Employees

Additional Support and Benefits for DFPS Employees

DFPS offers many other things that benefit and support its employees, some of which are listed on this page. Do you know of others? Please send us an email, and we'll post them on this page.

Type	Description
Awards	DFPS recognizes outstanding employees in a variety of ways, from certificates and plaques to merit pay and extra time off. Also see the DFPS HR Manual (chapter 8, section D).
Benefit Replacement Pay	You get this money if you were an active state employee on or before 8/31/95 and have been employed by the state ever since. It covers a portion of Social Security taxes previously paid by the state. See CAPPs for details.

Type	Description
Credit Unions	Several credit unions, including the Greater Federal Credit Union, offer membership to state employees. Credit unions are non-profit, member-owned cooperatives which offer services similar to banks.
Direct Deposit	Have your paycheck deposited directly into your bank account. Sign up through CAPPS.
EAP Live Connect	<p>Employees have the opportunity to chat on-line with a trained Deer Oaks counselor. To use Live Connect, go to the Deer Oaks User Login page, and log in using "DFPS" as the username and password. You will see a link to Live Connect on the right side of the page:</p> 
Legal Protection Plan	The Texas Legal Protection Plan covers attorney's fees for advice and representation for a number of criminal and civil actions, including both work-related and personal matters. The Legal Protection Plan is subject to the same enrollment restrictions as ERS (though ERS does not administer the plan).



Benefits Quick Links

Fast Access to Information About Your Benefits

- Employees Retirement System
 - Health Benefits
 - Retirement
 - TexFlex
 - Texas\$aver
 - ERS Online
- DFPS HR
 - HR Manual
 - HR Forms
 - CAPPs
 - Job Vacancies
- HealthSelect
- Consumer Directed Health Select
- HMO
- OptumRX
- Deer Oaks User Log In (Use "DFPS" for the login and password.)
- TexFlex
- DFPS Wellness Page

Microsoft Office for Free

The Office 365 Online Portal enables you to download the Office suite of software - including Word, Excel, Outlook, and PowerPoint - FREE! Check

out the the Microsoft Office Home Use Program.



ERS News



The latest information about your benefits - including health insurance, savings plans, and retirement - is online at the Employees Retirement System (ERS) website. [\[go now\]](#)

Discounts through HealthSelect



HeathSelect BlueCross BlueShield of Texas offers rewards for healthy living and a variety of health and wellness-related products and discounts like gym memberships, eye glasses, contacts, laser vision correction, hearing tests, and hearing aids. For more information, visit the **DFPS Wellness Memberships & Discounts** page.

DFPS Top Stories

- Regional Roundup
- New CBC Info on the Safety Net
- Meet Your Substance Use Specialists
- Spread the Word: It's Child Abuse Prevention Month
- Wellness Roundup: Stress Awareness Month 2023
- The Latest News and Resources from PEI