



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER

Benefits

Retirement

Summary of Benefits

9/1/2019-8/31/2020

REGISTER for Benefit accounts

- Each benefit you sign up for has online websites, resources, and information
- Set up an ERS online account to make elections and sign up for employee benefits newsletters
- www.ers.texas.gov

GROUP INSURANCE PLANS

Full time State of Texas employees are automatically enrolled in the HealthSelect of Texas plan:

Health Plan	Employee	Employee/ Spouse	Employee / Children	Employee/ Family
https://healthselect.bcbstx.com/	—	—	—	—
HealthSelect of Texas	Monthly Premium \$ 0.00	358.00	239.70	597.70
Consumer Directed HealthSelect (High Deductible with an HSA)	\$ 0.00	322.20	215.72	537.92

HMO options only available for Central/South Texas.

Part Time Employees (.5-.74 FTE)

HealthSelect of Texas	\$312.41	849.41	671.96	1208.96
Consumer Directed HealthSelect (High Deductible with an HSA)	\$312.41	813.61	647.98	1149.18

HMO options only available for Central/South Texas.

Semi-monthly payroll divides the premium between checks; half the monthly amount per pay period.

Health Coverage subject to a 60-day waiting period. For most new employees, health coverage begins the first of the month after the 60th day of employment.

Part-time benefit eligible employees pay 50% of employee premium and 75% of dependent premium for health coverage.

Part time employees who work 30 hours or more a week will be considered full time for health insurance purposes.

Health Select of Texas requires that you declare a Primary Care Physician (PCP) before using to remain in-network. Your PCP must also submit referrals for a specialist visit. Declare your PCP on the BCBS Health Select Website or by calling (800-252-8039).

All dependents will require verification through ALight Solutions. Failure to verify dependents could result in them being removed from insurance. (800-987-6605)

Optional Insurance: Coverage will start the 1st of the month following your election. Can make elections within first 30 days.

Dental Plan - You have a choice of two dental plans. www.ersdentalplans.com

	Employee Only	Employee & Spouse	Employee & Children	Employee & Family
Delta Dental/Dental Choice	27.21	54.42	65.30	92.51
Delta Dental/DHMO	9.59	19.18	23.02	32.59

Vision Plan www.stateoftexasvision.com

State of Texas Vision	5.12	10.24	11.01	16.13
-----------------------	------	-------	-------	-------

Optional Term Life Insurance – <https://web1.lifebenefits.com/sites/lbwem/ers>. With the health insurance, you receive \$5,000 in basic term life insurance with \$5,000 in accidental death and dismemberment (AD&D) insurance. If you want additional life insurance coverage, you may purchase optional term life insurance with AD&D coverage up to four times your annual salary. Optional Term Life is limited to a maximum of \$400,000.

Dependent Term Life Insurance - The premium for Dependent Term Life Insurance is \$ 1.38 per month, and includes \$5,000 term life with AD&D per dependent.

Short- and Long-Term Disability Insurance - <https://reedgrouptipp.com/>

Short-Term Disability	\$0.26/\$100 of monthly salary
Long-Term Disability	\$0.63/\$100 of monthly salary

Voluntary Accidental Death and Dismemberment (AD&A) Insurance - If you are under 70, you can elect coverage between \$10,000 and \$200,000, in increments of \$5,000 for yourself. You may also cover all your eligible dependents by selecting family AD&D.

Employee Only	\$0.02/\$1,000 of coverage
Employee and Family	\$0.04/\$1,000 of coverage

TexFlex Programs – www.texflexers.com

Premium Conversion: Your Group Benefits Program (GBP) premiums are paid with tax-free dollars through payroll deduction.

Health Care Reimbursement Account (HCRA): You deposit tax-free money into an account. As you incur eligible health care expenses, you file a claim and are reimbursed from your account.

Dependent (Day) Care Reimbursement Account (DCRA): You deposit tax-free money into an account. As you incur eligible dependent care expenses, you file a claim and are reimbursed from your account.

Limited Flexible Spending Account (LFSA): You deposit tax-free money into an account. As you incur eligible dental and vision expenses, you file a claim and are reimbursed from your account. **This account is only for employees enrolled in the Consumer Direct HealthSelect High Deductible Health Plan.**

Workers Compensation Insurance and Unemployment Compensation Insurance - Provided for employees of Texas Tech.

RETIREMENT PLANS

Teacher Retirement System of Texas (Required for Staff) - Employee contribution is 7.7% of salary, which is tax sheltered. State contribution is an amount equal to 7.5% of salary. www.trs.texas.gov

Optional Retirement Plan (Only Faculty and certain administrative positions are eligible) – Employee contribution is 6.65% of salary, tax sheltered up to \$280,000. State contribution is an amount equal to 6.8% of salary.

Additional Retirement Plans (Voluntary) – TexaSaver Plan 457 and IRC 403 (b) Tax Sheltered Annuity through payroll deduction.

Social Security (Required) - The employee’s portion of the social security/medicare tax is 7.65% to a maximum salary of \$132,900 then; 1.45% Medicare tax on remainder per calendar year.

LEAVES OF ABSENCE

Vacation - A regular full-time employee shall earn vacation entitlement in accordance with the following schedule. A regular part-time employee shall earn a pro rata share based upon the percent of time worked. Vacation with pay may be granted after six months of continuous employment. Benefits eligible employees begin earning vacation hours from their first day of employment/eligibility date and the hours go into a vacation bank. At the completion of the 6 months continuous employment, the hours are available to use.

Total State Employment of	Hours Accrued per Month	Maximum Hours to Carry Forward to Next Fiscal Year
0 but less than 2 years	8	180
At least 2 but less than 5 years	9	244
At least 5 but less than 10 years	10	268
At least 10 but less than 15 years	11	292
At least 15 but less than 20 years	13	340
At least 20 but less than 25 years	15	388
At least 25 but less than 30 years	17	436
At least 30 but less than 35 years	19	484
At least 35 years or more	21	532

Sick Leave - A regular full-time employee shall earn sick leave at the rate of eight hours per month beginning on the first day of employment, part-time employees shall earn a pro rata share based upon the percent of time worked. Sick leave shall accumulate with the unused amount of such leave carried forward each month.

Holidays - Regular full-time/part-time employees shall be eligible for paid holidays as approved by the Texas Legislature and the Texas Tech Board of Regents. In addition to the scheduled holidays, HSC employees receive 2 hours of Holiday Comp monthly. This time must be used within one year of accrual.

Longevity Pay - Regular full-time non-academic staff are entitled to longevity pay upon completion of two years of State service in accordance with the following schedule. Longevity pay is not applicable to faculty.

State Service	Longevity Pay
2 years	\$ 20
4 years	\$ 40
6 years	\$ 60
8 years	\$ 80
10 years	\$100
12 years	\$120
14 years	\$140
16 years	\$160
18 years	\$180
20 years	\$200

For every two years add \$20.00 up to a maximum of \$420.00