

MEDICAL PLANS (60 Day waiting period)

	Employee Only	Employee/Spouse	Employee/Children	Employee/Family
HealthSelect	\$624.82	\$1,340.82	\$1,104.22	\$1,820.22
State Contribution	\$624.82	\$982.82	\$864.52	\$1,222.52
Monthly Premium	0.00	\$358.00	\$239.70	\$597.70
Consumer Directed HealthSelect	\$624.82	\$1,305.02	\$1,080.24	\$1,760.44
State Contribution	\$624.82	\$982.82	\$864.52	\$1,222.52
Monthly Premium	0.00	\$322.20	\$215.72	\$537.92

CONSUMER DIRECTED HEALTHSELECT HEALTH SAVINGS ACCOUNT (HSA)

Membership Level	State Pays	An HSA is a tax-free savings account for qualified health expenses. You can receive the "State Pays" HSA contribution if you are: <ul style="list-style-type: none"> Enrolled in Consumer Direct HealthSelect and Eligible for a portion of your health premium to be paid by the state.
Employee only	\$45 Monthly (\$540 annually)	
You and Spouse	\$90 Monthly (\$1,080 annually)	
You and Children	\$90 Monthly (\$1,080 annually)	
You and Family	\$90 Monthly (\$1,080 annually)	

DENTAL PLANS/PROGRAM

	Employee Only	Employee/Spouse	Employee/Children	Employee/Family
DeltaCare USA (DHMO)	\$9.59	\$19.18	\$23.02	\$32.59
State of Texas Dental Choice Plan (PPO)	\$28.73	\$57.46	\$68.95	\$97.68

VISION PLAN

	Employee Only	Employee/Spouse	Employee/Children	Employee/Family
State Vision Plan	\$4.61	\$9.22	\$9.91	\$14.52

Optional Term Life Insurance: When you enroll in HealthSelect, you receive \$5,000 in basic term life insurance with \$5,000 in accidental death and dismemberment (AD&D) insurance. For additional life insurance coverage, you may purchase Optional Term Life Insurance and AD&D up to four times your annual salary not to exceed \$400,000. Premiums rates are based on annual salary and age.

Dependent Term Life Insurance: May be purchased for your eligible dependents. This benefit includes a \$5,000 term life insurance policy and \$5,000 of AD&D. The monthly premium for this benefit is \$1.45

Voluntary Accidental Death and Dismemberment (AD&D) Insurance

Elect coverage between \$10,000 and \$200,000 in increments of \$5,000 for yourself and eligible dependents			
Employee Only	\$0.02/\$1,000 of coverage	Employee and Family	\$0.04/\$1,000 of coverage

TTUHSC EP provides coverage for Workers Compensation and Unemployment Insurance

DISABILITY INCOME INSURANCE

	Short-Term Disability	Long-Term Disability
Monthly Premium	\$0.24/\$100 of monthly salary	\$0.68/\$100 of monthly
Elimination Period	30 days will cover up to 5 months	180 days will cover up to age 65
Monthly Benefit	pays 66% monthly salary not to exceed a monthly salary of \$10,000	will pay 60% of monthly salary not to exceed a monthly salary of \$10,000

Flexible Spending Account (FSA)

Employee may elect to participate in the Flexible Spending Account (FSA). Flexible Spending Accounts let you aside pre-tax money to pay for out-of-pocket health and day care expenses. Use your account money to pay for co-payments for physicians and dentist visits, prescriptions drugs, eyeglasses and contact lenses and day care for a child or adult family member. Maximum of \$3,050 per plan year Sept. 1st – August 31st.

RETIREMENT PLANS

Retirement Options	Employee Contribution	State's Matching
Maximum base salary \$290,000		
Teacher Retirement System (TRS) (Defined Benefit Plan)	8.25% Vested after 5 years	8.25%
Optional Retirement Program (ORP) 403(b)	6.65% Vested after 1 year & 1 day	6.8%
Voluntary Participation Payroll Deducted		
<ul style="list-style-type: none"> • Tax Deferred Annuity (TDA) and ROTH 403(b) • TexaSaver Plan (457 Plan) Social Security Employer contribution 6.2% up to \$160,200, plus 1.45% on all salary 		

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 employee shall earn a pro rata based upon the percent of time worked. Sick leave shall accumulate with the unused amount of such leave carried forward each month

Vacation Leave: A regular full-time employee shall earn vacation entitlement in accordance with the following schedule

Total State Service	Hours Accrued per month	Max hours to Carry Forward to Next FY
0 but less than 2 years	8	180
2 years but less than 5 years	9	244
5 years but less than 10 years	10	268
10 years but less than 15 years	11	292
15 years but less than 20 years	13	340
20 years but less than 25 years	15	388
25 years but less than 30 years	17	436
30 years but less than 35 years	19	484

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.***

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, TTUHSC EP 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 employees* are entitled to longevity pay upon completion of *two years of State Service (\$20 monthly for every 2 years of state service).*