

TEXAS TECH UNIVERSITY HEALTH SCIENCES CENTER
Summary of Benefits - Effective 09/01/2015

GROUP INSURANCE PLAN All new employees must meet a **60 day waiting period** before health benefits are in effect. Coverage will take effect, first of the month following their 60th day.

| Health Plan | Employee Only | Employee Spouse | Employee/Children | Employee/Family |
|--------------------|----------------|-----------------|-------------------|-----------------|
| HealthSelect | \$576.54 | \$1,237.02 | \$1,018.78 | \$1,679.26 |
| State Contribution | \$576.54 | \$906.78 | \$797.66 | \$1,127.90 |
| Monthly Premium | \$ 0.00 | \$330.24 | \$221.12 | \$551.36 |

Dental Plans

| Humana Dental | Employee Only | Employee Spouse | Employee/Children | Employee/Family |
|---|--|-----------------|-------------------|-----------------|
| Dental Discount Plan | \$2.25 | \$4.50 | \$5.40 | \$7.65 |
| HumanaDental DHMO | \$9.59 | \$19.17 | \$23.01 | \$32.59 |
| State of Texas Dental Choice Plan | \$24.28 | \$48.56 | \$58.28 | \$82.56 |
| MPIP Dental Plan Ameritas Life Insurance | <i>Paid by the department; taxed to the employee</i> | | | |
| | \$39.80 | \$73.72 | \$85.44 | \$119.36 |

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.

If MPIP eligible, the department will purchase a term life Insurance of 2 1/2 times your annual salary, not to exceed \$500,000 of term life. This policy is paid by the department and taxed to the employee.

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 \$1.38.

Disability Income Insurance

- **Short-Term Disability** \$0.30/\$100 of monthly salary, not to exceed a monthly salary of \$10,000. Elimination period 30 days, will cover up to 5 months; pays 66% monthly salary.
- **Long-Term Disability** \$0.63/\$100 of monthly, not to exceed a monthly salary of \$10,000. Elimination period 180 days will cover up to age 65; will pay 60% of monthly salary.

If MPIP Eligible, the department will purchase a Long Term Disability insurance. Monthly disability benefit is 60% of salary, maximum benefit of \$10,000. This policy is paid by the department and taxed to the employee.

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 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

Employee may elect to participate in the Flexible Spending Account (FSA). Flexible Spending Accounts let you put money aside 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.

Workers Compensation Insurance and Unemployment Compensation Insurance- Provided to TTUHSC employees

RETIREMENT PLANS

Teacher Retirement System of Texas (Defined Benefit Plan)- Employee contribution is 7.2% of salary; state's contribution is 6.8% of salary, maximum base salary \$255,000.

Optional Retirement Plan (403(b)- Employee contribution is 6.65%, state's contribution is 6.6% maximum base salary \$265,000.

Tax Deferred Annuity (TDA) 403(b) and/or **TexasSaver Plan (457 Plan)** *voluntary retirement programs* available through payroll deduction.

Social Security Employer contribution 6.2% up to \$118,500.00, 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- 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, 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 employees*** are entitled to longevity pay upon completion of two years of State Service in accordance with the following schedule:

| 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 |
| 22 years | \$220 |
| 24 years | \$240 |
| 26 years | \$260 |
| 28 years | \$280 |
| 30 years | \$300 |