

## Bastrop County Benefits at a Glance

Benefit	Eligibility	Effective Date	Cost	Provider/Coverage
Health	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Bastrop County pays 100% employee premium ( <i>employee pays 100% dependent premium</i> ).	<b>Blue Cross/Blue Shield</b> - \$40 Physician copay; \$50 Specialist; \$2,500 deductible. 24/7 Nuseline <a href="http://www.bcbstx.com">www.bcbstx.com</a> <b>Caremark</b> - Rx coverage - \$10/\$30/\$50 with \$250 deductible. <a href="http://www.caremark.com">www.caremark.com</a>
Dental	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Bastrop County pays 100% employee premium (employee pays 100% dependent premium).	<b>Guardian</b> - Maximum calendar year benefit \$1,250; \$50 calendar year deductible. <a href="http://www.glic.com">www.glic.com</a>
Life	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Bastrop County pays 100%.	<b>Guardian Life</b> - \$10,000 Life; \$10,000 AD&D benefit. <b>TCDRS</b> - 1x Employee's Annual Salary. <a href="http://www.txdrs.org">www.txdrs.org</a>
			Employee pays 100%.	<b>Guardian</b> - \$10,000 - \$200,000 Life benefit ( <i>employee can purchase coverage for spouse up to 50% of employee</i> ); \$10,000 - \$500,000 AD&D benefit ( <i>employee can purchase coverage for spouse up to 50% of employee coverage</i> ).
Vision	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Employee pays 100%.	<b>Davis Vision</b> - Exams \$10; Lens \$25; Frames - amount over \$120. <a href="http://www.glic.com">www.glic.com</a>
Long Term Disability	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Employee pays 100%. Guarantee Issue up to \$7,500/mo. coverage	<b>Guardian</b> - pays 60% of salary to maximum \$7500/month
WorkLifeMatters (Employee Assistance Program)	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Bastrop County pays 100%.	<b>WorkLifeMatters</b> - free unlimited consultations with an EAP counselor available 24/7. Guidance for personal issues and information about concerns affecting your life. <a href="http://www.ibhworklife.com">www.ibhworklife.com</a>

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HRA (Health Reimbursement Account)	All permanent full-time and part-time employees who work at least 20 hours per week.	First day of the month following 60 days of employment.	Bastrop County pays 100%.	<b>Verity</b> - Bastrop County deposits \$12.50 per pay period into employee's HRA. Funds used for approved medical expenses. <a href="http://www.benefitspaymentsystem.com">www.benefitspaymentsystem.com</a>
FSA (Flexible Spending Account)	All permanent full-time and part-time employees who work at least 20 hours per week.	3 Months after Health Insurance Eligible.	Employee pays 100% <i>(employee can purchase up to \$2,500 Medical; \$5,000 Dependent Care).</i>	<b>Verity</b> - Medical FSA allows pre-tax payroll deductions to be used for approved health care expenses. Dependent Care Account allows pre-tax payroll deductions for dependent care expenses.
457 (b) (Deferred Comp)	All permanent full-time and part-time employees.	No wait period.	Employee voluntary contributes 100%. Bastrop County pays administration costs.	<b>CPI</b> - Pre-tax dollars for voluntary retirement account. Edward Jones Representatives available for account questions and suggestions. <a href="http://www.myretirementfuture.com">www.myretirementfuture.com</a>
Retirement	All permanent full-time and part-time employees.	No wait period.	Employee pays 7% of pre-tax salary. <i>(Mandatory program.)</i>	<b>TCDRS</b> - 8 years vesting; Bastrop County matches 200%. <a href="http://www.txdrs.org">www.txdrs.org</a>
Portable Insurance Plans	All permanent full-time and part-time employees.	First day of the month following 60 days of employment.	Employee pays 100%.	<b>Colonial</b> - Accident, Cancer, Critical Illness, Hospital Confinement, Disability and Life Insurance. <a href="http://www.coloniallife.com">www.coloniallife.com</a> <b>Texas Life</b> - Voluntary permanent universal life insurance. 800.925.9406 <b>Texas Legal Protection</b> - Nonprofit legal benefits program. <a href="http://www.tlpp.org">www.tlpp.org</a>
Leave	All new permanent full-time and part-time employees are entitled to paid Holidays (adjusted annually). All new permanent full-time regular employees are entitled to: 8 hrs Sick and 7 hrs Vacation leave per month and Personal Days. (Number of vacation days will increase with service.) (Personal Days are adjusted annually).			