

Brazos County Benefits Information For Full-Time Employees

Medical & Dental Insurance

Blue Cross / Blue Shield (BCBSTX) www.bcbstx.com

Brazos County is a self-funded insurance group; Blue Cross / Blue Shield of Texas (BCBSTX) is the third party administrator for the Medical and Dental insurance. Employees may add dependents to both Medical and Dental Insurances at the employee's expense.

The effective date for insurance coverage is the first month following thirty days of employment. Employees are given a 30 day grace period from the date of full-time employment in which they can add or drop dependent coverage and/or change plan types. If dependents have not been added within the thirty day grace period, the employee will be required to wait until the next Open Enrollment period, unless a change in family status (marriage, divorce, birth, death, etc) occurs to add or drop dependents.

Each year during Open Enrollment employees are given the opportunity to add or drop coverage or dependents. The plan year begins on January 1st and runs through December 31st of each year.

BlueCare Connection

Through BCBSTX we are excited to offer the BlueCare Connection program. This program encompasses a wide variety of "next-generation" health care management such as wellness initiatives, health counseling, and disease management to name a few. All Brazos County employees will have access to the BlueCare Connection website and benefits, including health screenings, the Blue Points reward program, a 24/7 nurse line, a Personal Health Manager, as well as, focused medical management.

Prescription Coverage

Humana

We will be using Humana as our provider for prescription coverage. Through Humana, participants have the choice of getting their medications at a participating local retail pharmacy or through Right Source Rx, the mail service pharmacy.

Flexible Spending Account (FSA)

David K. Young

Flexible Spending Accounts (FSAs) provide you with a means to pay for out-of-pocket medical/dental expenses and dependent care expenses with pre-tax dollars. Keep in mind that your participation in the FSA plan does not carry forward from year to year; if you wish to participate you must make a new FSA election each year (FSA Enrollment Form).

Life Insurance

Lincoln Financial

A \$20,000 Life Insurance policy is automatically provided for all employees on the Medical insurance. Employees who would like to add additional Life Insurance coverage for themselves or their dependents or those employees not covered on the Medical insurance may elect to add life insurance at premiums based on age and coverage amount.

Supplemental Insurance

Colonial & Hartford (LTD & AD&D)

Supplemental insurance can be purchased in addition to benefits offered through the County, allowing employees to fully customize their benefits package. There are several types of supplemental insurance products available to Brazos County employees such as long and short-term disability insurance, accident insurance, cancer and critical illness insurance, as well as a broad selection of many other coverages.

Employee Assistance Program

Deer Oaks EAP

The Employee Assistance Program (EAP) provides you and your family with free and confidential assessments, education, referrals, and short-term counseling. The EAP offers services such as employee wellness training, online tools and tips, work/life balance coaching, and substance abuse services. Deer Oaks EAP Services are available at any time (24 hours a day, 7 days a week, 365 days a year) and can help with work related concerns, personal problems, stress, depression or grief, family problems, and other issues affecting your well-being.

Vision Coverage

United HealthCare Vision

We are pleased to offer a new vision plan that allows employees access to a multitude of vision benefits. Benefits include a comprehensive eye examination, as well as eyeglasses (lenses and frame), or contact lenses.

Retirement

Texas County & District Retirement System (TCDRS) www.tcdrs.org

Mandatory contribution for Regular employees who work in excess of 900 hours in a year. 7% of the gross income of each check goes into a membership fund with Texas County and District Retirement System (TCDRS). Employees are vested after eight years of service.

Bank At Work Program

Citibank at Work

The Citibank at Work program allows employees to attend financial education seminars that provide the knowledge needed to make smart financial decisions. In addition, all Brazos County employees will have access to benefits such as discounts on loans, participation in the Thank You Rewards program, free checking accounts (with direct deposit), a complimentary Citipro financial review and many other great services offered by Citibank.

457(b) Deferred Compensation Plan

AIG Valic, Security Benefit, & Nationwide

Deferred Compensation programs allow employees to supplement their savings for retirement. Participating in Deferred Compensation gives employees the ability to contribute to their savings on a pre-tax basis in addition to having their account grow tax-deferred. Additional plan features and benefits make 457(b) investments an ideal way to accumulate funds for your retirement. Employees may enroll, stop deductions and/or make changes at any time.

Vacation Time

Full-time and Part-time employees shall be entitled to accrue vacation leave. Employees accrue bi-weekly from the date of full time employment. Employees are eligible to use their vacation time after six months of employment and are allowed to carry over half of the amount that would accrue during one calendar year. Any county employee budgeted as Temporary, shall not be eligible for vacation benefits.

Sick Time

Full-time and Part-time employees shall be entitled to accrue sick leave. Employees accrue bi-weekly from the date of full time employment. Employees are eligible to use their sick time after thirty days of employment and may carry over an unlimited amount of sick time from year to year. Any county employee budgeted as Temporary shall not be eligible for sick time benefits.

Holidays

A schedule of holidays is adopted and distributed by Commissioners Court each year. If a Floating Holiday is adopted by Commissioner's Court, employees must be employed for six months or more to be eligible to use the Floating Holiday and it must be used before the end of the calendar year.

Administrative & Emergency Leave

Leave that may be granted in certain circumstances with supervisor's approval. Examples include family crisis, death in the family, etc.

Civil Leave

Most often used for Jury Duty. Employees are allowed to receive regular pay as well as jury pay.

Worker's Compensation

Provided at no cost to the employee. Employees are covered from the first date of employment unless otherwise stated in writing within the first five days of employment by the employee. Worker's compensation is a state-regulated insurance program that pays your medical bills and replaces a portion of you lost wages if you become injured at work or have a work-related disease or illness. In the event of death, benefits are paid to eligible family members.

Direct Deposit

Brazos County encourages ALL employees to participate in the direct deposit of their payroll check. Direct Deposit is simple, safe, convenient and reliable. Direct Deposits are credited to participating employee accounts on payday. All employees who participate in Direct Deposit, even those who are on vacation, sick leave or traveling out of town on business, will automatically have their pay deposited and available for their use. Direct Deposit is the safest, most confidential way to get money into personal checking or savings accounts. This service eliminates the difficulties of lost, stolen or damaged checks, or time-consuming trips to make paycheck deposits.