

## New Employee Benefits Review

Our benefit plan administrator is the [Employees Retirement System of Texas \(ERS\)](#). All of the providers have web sites you can access by linking through ERS.

### **GROUP INSURANCE PROGRAMS**

#### **Medical Insurance:**

- Health Select of Texas (BlueCross BlueShield of Texas)
- Consumer Directed HealthSelect (BlueCross BlueShield of Texas)

#### **Vision:**

- State of Texas Vision (Superior Vision)

#### **Dental:**

- DeltaCare USA (DHMO)
- State of Texas Dental Choice administered by Delta Dental (PPO)

#### **Life:**

- Basic Term Life
- Optional Term Life
- Dependent Term Life
- Voluntary Accidental Death & Dismemberment

#### **Disability:**

- Short-Term Disability
- Long-Term Disability

### **EMPLOYEE LEAVES**

- Sick Leave
- Vacation Leave
- Holidays

### **FLEXIBLE BENEFIT PROGRAMS**

- TEXTFLEX:
  - Dependent Care Reimbursement Account
  - Health Care Reimbursement Account

### **Compensation**

- Paydays and Paycheck Distribution
- Direct Deposit of Payroll
- Multiple Direct Deposit
- Longevity Pay
- Hazardous Duty Pay
- Overtime Pay
- Compensatory Time
  - Overtime Accrual
  - Straight Accrual

### **RETIREMENT PROGRAMS**

#### **Mandatory:**

- Teacher Retirement System of Texas (TRS)
- Optional Retirement Program (ORP)

#### **Voluntary:**

- Tax Deferred Annuity Program (TDA), 403b
- 457 Deferred Compensation

### **OTHER PROGRAMS & BENEFITS**

- Worker's Compensation
- Unemployment Insurance
- Social Security Program

### **OPTIONAL BENEFITS**

- Administered by UH System
- AFLAC
  - Accident
  - Cancer
  - Critical Illness
  - Hospital Protection