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
- TEXFLEX:
  - 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