

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)
- KelseyCare (Community Health Choice)
- Consumer Directed HealthSelect (BlueCross BlueShield of Texas)

Vision:

- State of Texas Vision (Superior Vision)

Dental:

- Humana (DHMO)
- Humana Dental Choice (PPO)
- Careington Dental Discount Plan

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
- MetLife
 - Universal Life w/Long-Term Care