

Bastrop County Benefits at a Glance

Benefit	Eligibility	Effective Date	Cost	Provider/Coverage
457 (b) (Deferred Comp)	All permanent full-time and part-time employees who work at least 20 hours per week.	No wait period.	Employee voluntary contributes 100%. Bastrop County pays administration costs.	CPI - Pre-tax dollars for voluntary retirement account. Edward Jones Representatives available for account questions and suggestions. www.myretirementfuture.com
Retirement			Employee contributes 7% of total salary.	TCDRS - Mandatory retirement plan. 8 years vesting. 200% match. www.tcdrs.org
Dental		First day of the month following 60 days of employment.	Bastrop County pays 100%.	Guardian - Maximum calendar year benefit \$1,250; \$50 calendar year deductible. www.glic.com
EAP (Employee Assistance Program)			Bastrop County pays 100%.	Work Life Matters - free unlimited consultations with an EAP counselor available 24/7. Guidance for personal issues and information about concerns
Health			Bastrop County pays 100%.	Blue Cross/Blue Shield - \$40 Physician copay; \$50 Specialist; \$2,500 deductible. 24/7 Nuseline www.bcbstx.com Caremark - Rx coverage - \$10/\$30/\$50 with \$250 deductible. www.caremark.com
HRA (Health Reimbursement Account)			Bastrop County pays 100%.	Caprock - Bastrop County deposits \$16.66 per pay period into employee's HRA. Funds used for approved medical expenses. www.benefitspaymentsystem.com
Life			Bastrop County pays 100%.	Guardian Life - \$10,000 Life; \$10,000 AD&D benefit.
				TCDRS - 1x Employee's Annual Salary.
		Employee pays 100%.	Guardian - \$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>).	

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Portable Insurance Plans	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%.	Colonial - Accident, Critical Illness, Short Term Disability and Life Insurance. 888-922-7596 Texas Legal Protection - Nonprofit legal benefits program. www.tlpp.org
Vision			Employee pays 100%.	Davis Vision - Exams \$10; Lens \$25; Frames amount over \$120. www.glic.com
Voluntary Long Term Disability			Employee pays 100%.	Guardian - LTD - 60% of salary to a maximum \$7,500 per month. Begins after 91 days with a 24 month diagnosis. www.glic.com
Will Prep			Bastrop County pays 100%.	WillPrep - Support to help you properly prepare documents. 877-433-6789 www.ibhwillprep.com
FSA (Flexible Spending Account)		3 Months after Health Insurance Eligible.	Employee pays 100% <i>(employee can purchase up to \$2,500 Medical)</i> .	Caprock - Medical FSA allows pre-tax payroll deductions to be used for approved health care expenses.
DCA (Dependent Care Account)		3 Months after Health Insurance Eligible.	Employee pays 100% <i>(employee can purchase up to \$5,000 Dependent Care)</i> .	Caprock - Dependent Care Account allows pre-tax payroll deductions for dependent care expenses.
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).		