

Bastrop County Benefits at a Glance

Benefit	Eligibility	Effective Date	Cost	Provider/Coverage
Retirement	All permanent full-time and part-time employees who work at least 20 hours per week.	No wait period.	Employee contributes 7% of total salary.	TCDRS - Mandatory retirement plan. 8 years vesting. 200% match. www.tcdrs.org
457 (b) (Deferred Comp)			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
Health			Bastrop County pays 100% for employee	Blue Cross/Blue Shield - \$40 Physician copay; \$50 Specialist; \$3,000 deductible. 24/7 Nuseline www.bcbstx.com Navitus - Rx coverage - \$10/\$30/\$50 with \$250 deductible. www.navitus.com
Dental		First day of the month following 60 days of employment.	Bastrop County pays 100% for employee.	Guardian - Maximum calendar year benefit \$1,250; \$50 calendar year deductible. www.glic.com
Vision		Employee pays 100%.	Davis Vision - Exams \$10; Lens \$25; Frames - amount over \$120. www.glic.com	
HRA (Health Reimbursement Account)		Bastrop County pays 100%.	TASC - Bastrop County deposits \$20.83 per pay period into employee's HRA. Funds used for approved medical expenses. www.tasconline.com	
FSA (Flexible Spending Account)		Employee pays 100% <i>(employee can purchase up to \$2,750 Medical)</i> .	TASC - Medical FSA allows pre-tax payroll deductions to be used for approved health care expenses. 800-422-4661 www.tasconline.com	
DCA (Dependent Care Account)		Employee pays 100% <i>(employee can purchase up to \$5,000 Dependent Care)</i> .	TASC - Dependent Care Account allows pre-tax payroll deductions for dependent care expenses. 800-422-4661 www.tasconline.com	

Life	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.	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% and for children at 10% of employee coverage</i>); \$10,000 - \$500,000 AD&D benefit (<i>employee can purchase coverage for spouse up to 50% and children at 10% of employee coverage</i>).
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	
Bastrop County pays 100%.			WillPrep - Support to help you properly prepare documents. Username: WillPrep Password: GLIC09 877-433-6789 www.ibhwillprep.com	
Employee pays 100%			PHI - Air ambulance membership. Annual payment of \$40 and covers entire household. Must sign up during open enrollment. 1-888-435-9744 www.PHlcares.com	
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 affecting your life. www.ibhworklife.com	
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	
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).			