

## 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.	<b>TCDRS</b> - Mandatory retirement plan. 8 years vesting. 200% match. Monday-Friday 7:30am-6:00pm 800-823-7782
457 (b) (Deferred Comp)			Employee voluntary contributes 100%. Bastrop County pays administration costs.	<b>CPI</b> - Pre-tax dollars for voluntary retirement account. TCG Representatives available for account questions and suggestions. 800-943-9179 <a href="http://www.tcgservices.com">www.tcgservices.com</a> Bastrop County HR rep. KyLynn Foreman 512-581-7119
Health			Bastrop County pays 100% for employee	<b>Blue Cross/Blue Shield</b> - \$40 Physician copay; \$50 Specialist; \$3,000 deductible. 24/7 Nuseline <a href="http://www.bcbstx.com">www.bcbstx.com</a> 855-357-
Dental		Bastrop County pays 100% for employee.	<b>Guardian</b> - Maximum calendar year benefit \$1,250; \$50 calendar year deductible. 888-600-1600	
Vision		Employee pays 100%.	<b>Davis Vision</b> - Exams \$10; Lens \$25; Frames - amount over	
HRA (Health Reimbursement Account)		First day of the month following 60 days of employment.	Bastrop County pays 100%.	<b>Sterling</b> - Bastrop County deposits \$500.00 every October 1st into employee's HRA. Funds used for approved medical expenses. <a href="http://www.sterlingadministration.com">www.sterlingadministration.com</a>
FSA (Flexible Spending Account)			Employee pays 100% (employee can purchase up to \$2,850 Medical) .	<b>Sterling</b> - Medical FSA allows pre-tax payroll deductions to be used for approved health care expenses. <b>Pacific Time Monday-Friday 8am-5pm 800-617-4729</b> <a href="http://www.sterlingadministration.com">www.sterlingadministration.com</a>
DCA (Dependent Care Account)			Employee pays 100% (employee can purchase up to \$5,000 Dependent Care) .	<b>Sterling</b> - Dependent Care Account allows pre-tax payroll deductions for dependent care expenses. <b>Pacific Time Monday-Friday 8am-5pm 800-617-4729</b> <a href="http://www.sterlingadministration.com">www.sterlingadministration.com</a>
Life			Bastrop County pays 100%.	<b>Guardian Life</b> - \$10,000 Life; \$10,000 AD&D benefit. <b>TCDRS</b> - 1x Employee's Annual Salary.
Voluntary Long Term Disability		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%.
Will Prep	Bastrop County pays 100%.			<b>Guardian</b> - LTD - 60% of salary to a maximum \$7,500 per month. Begins after 91 days with a 24 month diagnosis. <a href="http://www.glic.com">www.glic.com</a>
PHI	Employee pays 100%			<b>WillPrep</b> - Support to help you properly prepare documents.
EAP (Employee Assistance Program)	Bastrop County pays 100%.			<b>PHI</b> - Air ambulance membership. Annual payment of \$50 and <b>Work Life Matters</b> - free unlimited consultations with an EAP counselor available 24/7. Guidance for personal issues and information about concerns affecting your life. <a href="http://www.ibhworklife.com">www.ibhworklife.com</a>
Portable Insurance Plans	Employee pays 100%.			<b>Assurity</b> - Accident, Critical Illness, Short Term Disability and Life Insurance. <b>800-869-0355</b>
Leave	All new permanent full-time and part-time employees are entitled to paid Holidays (adjusted annually).			