

TEXAS LEGISLATIVE COUNCIL
Benefits at a Glance

BENEFITS	ELIGIBILITY	WHAT YOU RECEIVE	WHO PAYS
Health Insurance	All TLC employees choose health coverage under HealthSelect or an HMO. Optional coverages are also available. Health coverage begins the first of the month following a 90-day waiting period. The waiting period does not apply to optional coverages.	Employees selecting a health insurance plan receive \$5,000 life insurance with AD&D benefit. Options are additional term life, accidental death & dismemberment, long and short-term disability, and dependent life insurance.	The paid portion depends on the level of health coverage selected. Employee-only health insurance is paid for those who work 40 hours per week or more; the employee pays a portion of the cost of dependent coverage, if any.
State Kids Insurance Program (SKIP)	All TLC employees with dependent children. Employees must meet eligibility criteria according to family income and size.	Affordable health insurance for your children. For those who qualify, the state pays most of the cost of health insurance premiums for eligible children.	Approved employees will pay either \$15 or \$25 per month toward the premiums for their eligible children. There is no annual enrollment fee.
Dental Insurance	All TLC employees.	One plan provides specific discounted treatment fees through contracted dentists. Another has choice of dentist with preventive, restorative, and major services with deductibles and copayments.	Employees pay premiums through payroll deduction. Premiums are based on coverage option selected.
Long-Term Care	All TLC employees.	Nursing and custodial care for you, your spouse, your adult children over age 25, and your and your spouse's parents and grandparents. Services may be provided in the home, in a community-based setting, in a nursing home, or in an alternate care facility.	Employees pay premiums directly to John Hancock, the long-term care provider.
Retirement	All TLC employees participate in a defined benefit plan of the Employees Retirement System of Texas (ERS). Employees begin membership in ERS the first of the month following a 90-day waiting period.	A retirement annuity at such time as the employee becomes eligible to retire. The employee's contributions to ERS plus 5% interest is refundable if the employee leaves state employment before retirement.	Employees have 6.5% of their gross monthly salary deducted and placed in the retirement system. The state matches that contribution with 6.95% of the employee's monthly salary.
Supplemental Retirement	All TLC employees.	Employees can choose from two TexaSaver deferred compensation programs: 401(k) and 457. New employees are automatically enrolled in the 401(k) plan at 1%, unless the employee chooses to opt out. Money deferred is not subject to federal withholding until withdrawn from the plan.	Employees pay any supplemental retirement deferred amount and any applicable fees. TLC and the state pay most of the administrative costs of the programs.
Flexible Benefits	All TLC employees.	TexFlex provides options to pay eligible expenses (dependent care and health care items) with salary dollars untaxed by FICA or federal withholding.	The employee elects amounts of salary redirection.
Workers' Compensation	All TLC employees injured on the job or with an occupational disease.	Any state employee with an on-the-job injury or occupational disease may be eligible for medical, temporary weekly income, impairment income, supplemental income, lifetime income, or death/burial benefits.	TLC
Employee Assistance Program	All TLC employees and their families.	Confidential assessment visits, crisis intervention counseling, and short-term counseling, up to 5 free visits per year, for family and marital distress, alcohol and drug abuse problems, legal entanglements, financial troubles, depression, or anxiety.	TLC
Capitol Credit Union	All TLC employees.	Eligibility for membership. Full-service credit union, including share draft account.	Employees must deposit \$25, which opens a share (savings) account, and pay a non-refundable membership fee.

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Vacation	All TLC employees. May be used after 6 months of continuous state service, including service with other state agencies.	The number of vacation hours earned per month is based on total years of state employment.	TLC
Holidays	All TLC employees.	There are designated holidays each year authorized by the legislature.	TLC
Sick Leave	All TLC employees.	Eight hours per month with unlimited accumulation.	TLC
Sick Leave Pool	Employees with a personal catastrophic illness or one in their immediate family who have run out of paid leave may request pool leave, pending availability, documentation, and approval.	An additional amount of paid sick leave to be used after exhausting all paid leave (pending availability, documentation, and approval).	TLC employees voluntarily donate sick leave hours to the pool.
Emergency Leave	All TLC employees.	Normally up to 3 days of paid leave in the event of death of immediate family member.	TLC
Jury Duty	All TLC employees.	Leave with pay during jury service. TLC employees are exempt from serving on a petit jury, but may serve if they wish.	TLC
Military Leave	TLC employees who are members of state military or reserve components.	Up to 15 workdays per federal fiscal year when called to active duty or for training.	TLC
Other Types of Leave	TLC employees who meet the requirements that may apply to the particular leave type.	Other types of leave that are available to TLC employees include, but are not limited to parental leave, parent-teacher conference leave, volunteer firefighter and emergency medical services training leave, foster parent's leave, Red Cross disaster service volunteer leave, and court appointed special advocates volunteer leave.	TLC
Direct Deposit	All TLC employees.	Direct deposit of monthly salary warrant to employee's designated bank.	TLC
Longevity Pay	All full-time regular employees with 2 or more years of state service.	All eligible employees will receive longevity pay of \$20 per month for each 2 years of service, with a maximum of \$420.	TLC
Benefit Replacement Pay	All TLC employees hired on or before August 31, 1995, with less than 30 days' break in service since that date.	5.85% of first \$16,500 earned (up to \$965.25) plus 6% of that amount for retirement contribution, for a total of up to \$1,026.86.	TLC
Parking	All TLC employees.	Free parking is provided for employees in lots and garages in the Capitol Complex. Designated parking is also provided for employees with disabilities.	TLC