

## WELCOME

Texas Woman's University benefits package is a valuable part of your employment. Benefits are offered under a group program administered by the Employees Retirement System of Texas, Teacher's Retirement System of Texas and Texas Woman's University. The following is an overview of options available to you.

## MEDICAL COVERAGE

The University's medical plan is provided under the Employees Retirement System of Texas Group Benefit Program and is administered by BlueCross/BlueShield of Texas. The plan provides for both in-network and out-of-network benefits. Benefits are paid based on your choice of physicians at the time you receive care. In-network benefits are paid at 80/20% and office co-pays range from \$20-\$30. Medical coverage is available the 1st of the month after a 90-day waiting period from hire date.

## PRESCRIPTION DRUGS

Prescription drug coverage is provided by CareMark. Co-pays for prescriptions are three tiered and generally range from \$10 to \$40 per 30 day supply. Prescription drug coverage is effective the same day as medical coverage.

## OPTIONAL COVERAGE

In addition to medical, prescription and retirement TWU employees are also eligible for Dental coverage, Term Life Insurance, Long and Short Term Disability Insurance, Flexible Spending Accounts and Long Term Care Coverage. The enrollment deadline is 30 days from hire date. If you wait too long to enroll in health, disability, certain levels of life insurance, life insurance for your dependents, or Long-term Care, you will need to provide proof of good health or evidence of insurability (EOI). However, if you enroll in these benefits when you're first eligible, your acceptance is guaranteed in most cases.

## EMPLOYEES ASSISTANCE PROGRAM (EAP)

The EAP provides valuable services at no cost to employees and their families. These services include short-term counseling, legal and financial consultations and work/life resources. The EAP is administered through Alliance Work Partners.

## ADDITIONAL TIME OFF

As an employee of Texas Woman's University, you will receive between 12 and 15 days off to observe specified holidays. Full time employees will also earn 8 hours of sick leave per calendar month.

**New Faculty  
Benefits at a  
Glance**



## RETIREMENT

Full-time faculty are eligible (in most cases) to enroll in either a 401(a) defined benefit program or a 403(b) defined contribution plan. The 401(a) is administered by the Teacher Retirement System of Texas. Employee contributions are 6.4% of gross salary. Benefits are based on years of service, salary and age. The 403(b) is administered under TWU's plan document. This program has a 6.65% employee contribution and 6.4% employer contribution. Deferrals are made under a salary reduction agreement and benefits are paid based on personal investment performance. Eligible faculty have 90 days from their hire date to choose between the plans. If no selection is made on or before the first day of employment contributions will be defaulted to Teacher Retirement System of Texas.