

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 \$25-\$40. 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 \$15 to \$60 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. Full time staff employees are also eligible to earn 8 to 21 hours of vacation per month depending on length of employment.

RETIREMENT

Full-time and part-time retirement eligible staff (in most cases) will be enrolled in a 401(a) defined benefit program. 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. In addition, staff members are also eligible to participate in a voluntary 403(b) defined contribution program and a 457(b) deferred compensation program. Both voluntary programs offer the opportunity to invest in the marketplace and are solely composed of employee contributions. No employer contributions are made to these types of programs. The IRS governs the amount of voluntary contributions an employee can invest in the 403(b) and 457(b) programs.



New Staff Benefits at a Glance

