Benefits at a Glance
FY 2019-2020

As an employee of Lone Star College (LSC), you can take advantage of a variety of benefits and opportunities to add to your quality of life. This document is designed to provide you with a summary of those benefits. The following are available to all regular, full-time employees.

100% Covered

- Employee Only Medical
- Employee Only Dental
- Life Insurance 2X annual salary
- LSC Short-Term Disability benefit
- Long-Term Disability Insurance
- Employee Assistance Program (UTEAP)

- Effective 1st of the following month after 60 calendar day waiting period (Medical only).
- All other ERS Optional Benefits are effective on hire date.
- LSC Optional Benefits are effective the first of the month after your hire date.
- Vacation
  - Contract employees: 0+ Years = 20 days/year
  - Non-contract employees tiered by service years: (0-5, 12 days; 6-10, 16 days; 11+, 20 days)
- Holidays: 23 days per year
- Sick Leave: 8 hours per month (600 hr. max.)
- For more detailed benefits information, visit the Lone Star College Human Resources website www.lonestar.edu

Medical Plan Options
(Administered by BlueCross and BlueShield of Texas)
- HealthSelectOfTexas (POS)
  www.healthselectoftexas.com
- Consumer Direct HealthSelect
  www.healthselectoftexas.com
- Additional information at www.ers.texas.gov

Dental Plan Options
- State of Texas–Dental Choice (PPO)
- DeltaCare USA (DHMO)

Life Insurance
Employee may purchase supplemental insurance (Up to 4X annual salary)

Dependent Life Insurance
$1.38/month for $5000 term life for all dependents

Accidental Death & Dismemberment (AD&D)
Employee may purchase additional AD&D at a very low cost

Short-Term Disability
ERS Administered Plan

Long Term Disability
Income protection in event of disability - 60% of your Insured Monthly salary up to $10,000

Wellness Program

Employee Marketplace Discounts
Hundreds of employee discounts at your fingertips by logging in to www.beneplace.com/lonestarcollege

Retirement Plan
- Teacher Retirement System (TRS)
  - Employee contribution – 7.7%
  - State contribution – 7.50%
- Optional Retirement Plan (ORP eligible contract employees only)
  - Employee contribution – 6.65%
  - State contribution – 6.60%

State of Texas Vision
www.stateoftexasvision.com

Tax Deferred Compensation Plan
- Supplemental 403(b) Plan, TexasSaver 457, Deferred 457 Compensation Plan – Employee elective contributions

Wellness Program

Employee Marketplace Discounts
Hundreds of employee discounts at your fingertips by logging in to www.beneplace.com/lonestarcollege

Retirement Plan
- Teacher Retirement System (TRS)
  - Employee contribution – 7.7%
  - State contribution – 7.50%
- Optional Retirement Plan (ORP eligible contract employees only)
  - Employee contribution – 6.65%
  - State contribution – 6.60%

State of Texas Vision
www.stateoftexasvision.com

Dependent Life Insurance
$1.38/month for $5000 term life for all dependents

Accidental Death & Dismemberment (AD&D)
Employee may purchase additional AD&D at a very low cost

Short-Term Disability
ERS Administered Plan

Long Term Disability
Income protection in event of disability - 60% of your Insured Monthly salary up to $10,000

MetLaw (Code: Legal)
www.info.legalplans.com

The above are intended as a representation of current benefits available and should not be interpreted as a guarantee of benefits.

Benefits noted above are for fiscal year 2019-2020. OHR Revised 10/30/2019 8:57 AM