



Human Resources

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



Tax Deferred Compensation Plan

- Supplemental 403(b) Plan, Texa\$aver 457, Deferred 457 Compensation Plan – Employee elective contributions



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)



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



Wellness Program



Employee Marketplace Discounts

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



Tuition Waiver



MetLaw (Code: Legal)

www.info.legalplans.com