



2021 Benefits Summary

Employer Provided Benefits

• Paid Time Off (PTO)

StarCare provides all full time employees PTO. Annual accrual amounts based on longevity. Accrual begins first month of employment. PTO is preloaded on first pay day of the year or date of hire for new hires.

• Holiday Leave

All benefits eligible employees receive 13 paid holidays.

• Sabbatical Program (Extended Wellness Leave)

Program only available to employees who are eligible for PTO. This is an additional benefit beyond PTO and does not count against employees' banked PTO hours. Eligibility begins in 5th year of employment and is offered every five (5) years thereafter. Employees must be in good standing to participate.

• Longevity Augmentation Program

Available to all employees. Eligibility begins in 5th year of employment, beginning 2021, and is offered every five (5) years thereafter. Augmentations are over and above any other Career Ladder/Pay Scale Programs. Employee must be in good standing. Augmentations are only made in years when funds are available.

• Emergency (Bereavement) Leave

Emergency leave (death of immediate family member or a natural disaster event) is granted for the minimum time required or up to twenty-four (24) hours of paid leave.

• Hospital Indemnity Plan

An individual hospital indemnity plan is provided to all employees enrolled in a healthcare plan through StarCare.

• Cell Phone Stipend

All eligible employees are provided a cell phone stipend up to \$50 per month or a company issued cell phone.

• Retirement Plan

StarCare provides a retirement plan for all eligible employees. Eligible employees who contribute to their individual retirement fund receive matching contributions from StarCare which increase with longevity.

• Contributions to Health Savings Accounts

StarCare will make a one time contribution of \$2,000 to Individual Plans and \$4,000 to Family Plans.

• Basic Life / AD&D Coverage

StarCare offers all benefits eligible employees Basic Life and Accidental Death & Dismemberment (AD&D) coverage.

• Long Term Disability

StarCare offers all benefits eligible employees Long Term Disability (LTD) coverage.

• Employee Assistance Program (EAP)

StarCare offers all employees, spouses and eligible dependents access to free and confidential counseling, legal and financial resources.

• Mileage Reimbursement

Mileage reimbursement at State Comptroller's rate paid to all mileage eligible employees.

• Military Leave

Fifteen (15) days of paid military leave is provided to any StarCare employee in the Texas National Guard or Reserve Branch of the United States Armed Forces, who is called to active duty by the Governor of Texas and/or for a national emergency.

• Jury Duty Leave

Leave with pay is granted to full-time employees called for jury duty.



Employer Offered Benefits

• **Medical & Prescription Drug Coverage**

All benefits eligible employees are offered a choice of three (3) Medical and Prescription Drug Plans through Blue Cross Blue Shield of Texas for themselves and their dependents

- BCBS PPO Base Plan
- BCBS PPO Buy-Up Plan
- BCBS High Deductible/Health Savings Account

• **Voluntary Life / AD&D Coverage**

All benefits eligible employees have the opportunity to elect Life and Accidental Death & Dismemberment (AD&D) coverage for themselves and their eligible dependents. Participation is voluntary and the employee is responsible for premiums.

• **Voluntary Short Term Disability (STD)**

All eligible employees have the opportunity to elect STD coverage. Participation is voluntary and employee is responsible for premiums.

• **Virtual Medical Visits**

StarCare provides access to virtual medical visits

- MDLIVE - For employees enrolled in a StarCare medical plan
- Teledoc - For employees who are not benefits eligible

• **Dental**

All benefits eligible employees have the opportunity to elect Dental coverage for themselves and their dependents through Mutual of Omaha Dental Plans. Participation is voluntary and employee is responsible for premiums.

• **Vision**

All benefits eligible employees have the opportunity to elect Vision coverage for themselves and their dependents through a Mutual of Omaha Vision Plan. Participation is voluntary and employee is responsible for premiums.

• **Flexible Spending Accounts (FSA)**

StarCare offers benefits eligible employees access to an FSA where a portion of your pre-tax salary is set aside to reimburse expenses specific to health care and dependent care.

StarCare Specialty Health System

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To learn more about StarCare, please visit our website at www.starcarelubbock.org.