

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 & Premium Pay**

All benefits eligible employees receive up to 13 paid holidays. Employees who work shifts in 24-hour programs receive premium holiday pay (double-time) for holidays worked (PT & FT).

- **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.

- **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.

- **Hospital Indemnity Plan**

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

- **Cell Phone Benefit**

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

- **Contributions to Health Savings Accounts**

StarCare makes a one time contribution of \$4,150 to Individual Plans and \$8,300 to Family Plans (prorated based on enrollment date) for those enrolled in the high deductible health plan.

- **PTO Pay-Out**

Employees may cash-in excess hours of PTO in years when the financial health of the organization allows. Determination is made annually by the end of October with payout occurring in December.

- **Jury Duty Leave**

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

- **Retirement Plan**

StarCare provides a retirement plan for all eligible employees beginning at time of hire. Eligible employees who contribute to their individual retirement plan receive matching contributions from StarCare based on longevity—maxing out at 12%.

- **Employee Assistance Program (EAP)**

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

- **Basic Life / AD&D Coverage**

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

- **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.

- **Mileage Reimbursement**

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

- **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.

- **Long Term Disability**

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

- **Pay to Stay Incentive Program**

Employees who are hired into an eligible position receive incentive payments at time of hire and at their six, twelve and twenty-four month anniversary.

- **Employee Referral Augmentations**

StarCare offers monetary incentives to employees who refer qualified candidates which result in hire. Augmentations paid if referral stays employed 30/90/180/365 days. \$1500 total augmentation.



Employer Offered Benefits

• Medical & Prescription Drug Coverage

All benefits eligible employees are offered a choice of two (2) Medical and Prescription Drug Plans through Blue Cross Blue Shield of Texas for themselves and their dependents.

- BCBS PPO Base 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.

• 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.

• Limited Flexible Spending Accounts (LFSA)

StarCare offers benefits eligible employees who are enrolled in the HDHP/HSA access to a Limited FSA where a portion of your pre-tax salary is set aside to reimburse expenses limited to vision and dental services.

• Critical Illness Plan (Aflac)

StarCare offers benefits eligible employees access to a Critical Illness Plan offered through Aflac. Participation is voluntary and employee is responsible for premiums.

• Accident Plan (Aflac)

StarCare offers benefits eligible employees access to an Accident Plan offered through Aflac. 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

StarCare Specialty Health System

Human Resources Department

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