



2026 BENEFITS

Employer Provided

Contribution to Health Savings Account (HSA)

StarCare will make a one-time contribution of \$4,400 to eligible employees enrolled in a health plan through StarCare. Amount will be prorated based on enrollment date.

Retirement Plan

StarCare provides a retirement plan for all eligible employees. Those who contribute to their individual retirement fund receive matching contributions from StarCare based on longevity – maxing out at 12%.

Long Term Disability

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

Longevity Augmentation Program

Available to all employees. Eligibility begins in the 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.

Mileage Reimbursement

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

Hospital Indemnity Plan

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

Cell Phone Stipend

Eligible employees are provided a cell phone stipend of \$50 a month or a company issued cell phone.

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.

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.



2026 BENEFITS

Employer Offered

Medical & Prescription Drug Coverage

All benefits-eligible employees are offered a Medical and Rx plan through Blue Cross Blue Shield of Texas for themselves and their dependents.

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. 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. 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 healthcare 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

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

Accident Plan

StarCare offers benefits-eligible employees access to an Accident Plan. Participation is voluntary and employee is responsible for premiums.

Virtual Medical Visits

Employees enrolled in the StarCare health plan have access to virtual medical visits through **MDLIVE**, a service of Blue Cross Blue Shield.



2026 BENEFITS

Leave

Paid Time Off (PTO)

StarCare provides 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.

PTO Buy Back

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.

Holiday Leave & Premium Pay

All benefits-eligible employees receive up to 13 paid holidays. Eligible programs receive double pay for holidays worked.

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 (5) years thereafter. Employees must be in good standing to participate.

Jury Duty Leave

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

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.

Military Leave

Fifteen (15) days of paid military leave is provided to any StarCare employee in the Texas National Guard Reserve 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.