

TC CAPS – Full Year Positions

(scheduled to work 1820 hours or more per year)

General Benefits Information for 2011/12

ELIGIBILITY for INSURANCE BENEFITS: Employees scheduled to work 30 or more hours per week and 1820 hours or more per year are eligible for the following benefits. Position must be scheduled to work 1,820 hours or more per year to be considered a “full-year” position. All Optional Benefits are available to eligible employees, whether enrolled in the medical plan or not. Benefits become effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes). Standard deductions are based on the cost of 12 months of coverage (July through June) deducted over 20 pays. Adjustments to the standard deductions will be made for coverage periods of less than 12 months.

Medical Priority Health Point of Service (POS)

Standard pre-tax payroll deductions are taken from 09/16/11 through 06/08/12 paychecks (i.e. 20 pays):

Priority Health Point of Service (POS) with \$10/\$40 Rx

Single Coverage:	\$ 53.00 per pay
2-Person Coverage:	\$ 74.00 per pay
Full Family Coverage:	\$ 111.00 per pay

Cash-In-Lieu (of Medical)

Eligibility: Employees scheduled to work 30 or more hours per week **in the same employee group** (and 1,820 or more hours per year) who do not elect medical insurance are eligible. Must provide proof of other medical insurance. Benefit becomes effective the first of the month following date of hire or the first of the month following the date the eligibility requirements are met (i.e. for mid-year changes). Benefit paid is \$20.00 per month – paid in the first paycheck of the calendar month.

Optional Dental SET-SEG Dental Coverage

Standard pre-tax payroll deductions are taken from the 09/16/11 through 06/08/12 paychecks (i.e. 20 pays). May be elected without medical coverage.

Single Coverage:	\$ 28.72 per pay
2-Person Coverage:	\$ 95.33 per pay
Full Family Coverage:	\$ 95.33 per pay

Optional Vision SET-SEG Vision Coverage

Standard pre-tax payroll deductions are taken from the 09/16/11 through 06/08/12 paychecks (i.e. 20 pays). May be elected without medical coverage.

Single Coverage:	\$ 4.53 per pay
2-Person Coverage:	\$ 12.45 per pay
Full Family Coverage:	\$ 12.45 per pay

Life Insurance SET-SEG (Reliance)

\$5,000 life/AD&D policy paid by the District.

Optional Life & Disability Insurance SET-SEG Options

Standard pre-tax payroll deductions are taken from the 09/16/11 through 06/08/12 paychecks (i.e. 20 pays). Request a SET-SEG Options booklet for the description and cost of these optional benefits.

----- / **OPEN ENROLLMENT: The month of September for an October 1st effective date.** \ -----
| **Benefit coverage period is July 1st through June 30th.** /

Uninsured Health Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks (excluding summer) during the CALENDAR year.

Dependent Care Reimbursement Account

Eligibility requirement is 20 or more scheduled hours per week. Plan year is from January 1st through December 31st, with re-enrollment every year during the month of November. Pre-tax payroll deductions are taken from 19 paychecks (excluding summer) during the CALENDAR year.