

Stephen F. Austin State University – Benefits Summary
FY 2022 (September 1, 2021- August 31, 2022)

Type of Benefits	Amount Paid by SFA	Amount Paid by Employee	Eligibility-Full Time	Description of Benefits
TWO RETIREMENT PROGRAMS, DEPENDING ON YOUR JOB CLASSIFICATION				
TRS Teacher Retirement System	For FY 2022 SFA pays 7.75%	For FY 2022 Employee pays 8.0%	Immediately (Starts on employment date)	5-year vesting period. Must meet Rule of 80 (Your age plus number of years of service must equal 80) and minimum age requirement OR reach age 65 and have 10 years of service time with ERS to qualify for health insurance at retirement. Subject to Texas Legislation.
ORP Optional Retirement Program	For FY 2022 SFA pays 6.60%	For FY 2022 Employee pays 6.65%	Immediately (Starts on employment date)	Must serve 1 year and 1 day to be fully vested in ORP. Must meet Rule of 80 (Your age plus number of years of service must equal 80) OR reach age 65 and have 10 years of service time with ERS to qualify for health insurance at retirement. Subject to Texas Legislation.
Medical Plan HEALTH INSURANCE				
HealthSelect of Texas (PCP Directed)	100% of Full Time active employee health insurance premium and 50% of dependents premium. 50% for Part Time active employee health insurance premium and 25% of dependents premium.	Full Time employee pays 50% of dependents premium. Part Time employee pays 50% of their insurance premium and 75% of dependents premium.	60 day waiting period The health coverage waiting period does not apply to: • A Direct Transfer from another Texas State Agency, including Texas A&M and UT. • An employee who has health insurance as a dependent in the ERS GBP when hired.	No pre-existing conditions apply. Prescriptions with OptumRX. Additional information is provided during the New Employee Benefits Orientation for all new employees.
Consumer-Directed HealthSelect	Come to the HR Office to find out more about this program or visit the ERS website.			This is a high deductible health plan (HDHP) and a health savings account (HSA). Employee is responsible for opening an account with Optum Bank.
Plan OPTIONAL BENEFITS				
Dental Choice PPO Dental DHMO		Optional Participation in one of two dental programs	Must elect within first 30 days or wait for annual summer enrollment	Dental coverage for employee and family
Optional Term Life		Optional Participation	Must elect within first 30 days or wait for annual enrollment (with Evidence of Insurability-EOI)	Life insurance for employee only
AD&D (Accidental Death & Dismemberment)		Optional Participation	Must elect within first 30 days or wait for annual summer enrollment	Accidental life insurance for employee and family coverage
Dependent Term Life		Optional Participation	Must elect within first 30 days or wait for annual summer enrollment (with Evidence of Insurability-EOI)	Life insurance for dependents
Short & Long Term Disability Insurance		Optional Participation	Must elect within first 30 days or wait for annual summer enrollment (with Evidence of Insurability-EOI)	Insurance coverage if you are unable to work for extended periods.
State of Texas Vision		Optional Participation	Must elect within first 30 days or wait for annual summer enrollment	Vision insurance for you and/or your family
TEXFLEX- FLEXIBLE SPENDING ACCOUNTS (FSA)				
TexFlex Program		100%	Must elect within first 30 days or wait for annual summer enrollment	Tax-sheltered accounts There are three TexFlex types: Health Care Account (Max Contribution Annually \$2,750 per participant). Dependent Care Account (Max Contribution Annually \$5,000 per household). Limited Purpose Account (Consumer Directed HealthSelect only).
SUPPLEMENTAL RETIREMENT PLANS				
TSA Tax Sheltered Annuity (403B)		100%	Optional Program Enroll anytime during the year	Tax-sheltered account Builds additional retirement income
Deferred Compensation (457) Plan-TexSaver		100%	Optional Program Enroll anytime during the year	Tax-sheltered account Builds additional retirement income