

Advantages of Working for AACOG

AACOG offers a full range of health, wellness and financial security benefits to help employees manage their work and personal life. Below are brief descriptions of some of the benefits available to AACOG employees.

These benefits are approved by the Governing Body of AACOG and are subject to change at any given time.

HEALTH INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: Blue Choice PPO w/\$2000 deductible

Provider: BCBSTX.com

Cost: Blue Choice PPO

Employee Only – **FREE**

Employee + Spouse - \$270.90/PP

Employee + Children - \$243.85/PP

Employee + Family - \$595.447/PP

DENTAL INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: Four tiered plan for Preventive (100%) / Basic Restorative (70%) / Major Restorative (40%) / Orthodontia (50% to \$2,000.00 lifetime maximum). There are in-network and out of network benefits.

Provider: BCBSTX.com

Cost: Dental Base Plan

or

Buy Up Plan

Employee Only – **FREE**

Employee Only - \$2.00/PP

Employee + Spouse - \$10.70/PP

Employee + Spouse - \$17.62/PP

Employee + Children - \$12.69/PP

Employee + Children - \$15.23/PP

Employee + Family - \$27.37/PP

Employee + Family - \$35.27/PP

VISION INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: Exams, glasses, contact lens and frames once every 12 months. Laser correction surgery discount.

Provider: EyeMed

Cost: Employee Only – FREE

Employee + Spouse - \$2.53/PP

Employee + Children - \$2.69/PP

Employee + Family - \$5.79/PP

SHORT TERM DISABILITY INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: 66.67% of weekly pay (up to \$1,000) after the employee is off work due to injury or sickness for 31 consecutive days for up to 22 weeks. Coverage is only offered for employee.

Provider: Mutual of Omaha

Cost: Employee Only – **FREE**

LONG TERM DISABILITY INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: 66.67% of monthly pay (up to \$5,000) after the employee is off work due to injury or sickness for 24 months. Coverage is only offered for employee.

Provider: Mutual of Omaha

Cost: Employee Only - **FREE**

LIFE INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: The beneficiary is paid 2 times the employee's annual pay if they die while employed. The employee can also purchase dependent life insurance for \$5,000 per dependent in case they die while they are employed.

Provider: Mutual of Omaha

Cost: Employee Only – **FREE**

Dependent spouse and/or child(ren) coverage - \$0.48 /PP

SUPPLEMENTAL INSURANCE

Who Qualifies: Regular full-time employees

Eligibility: 91st day of employment

Coverage: Options for Accident Insurance, Cancer Insurance, Hospital Confinement, Critical Illness, STD Gap and additional Life Insurance.

Provider: www.coloniallife.com

Cost: Dependent on rate of pay and age. Cost is 100% funded by employee.

TUITION REIMBURSEMENT

Who Qualifies: Regular full-time employees

Eligibility: After 1 year of service

Benefit: Provides tuition reimbursement for academic and technical courses taken at an accredited college, university or a recognized technical training school. The maximum payment for reimbursement is \$3,000 per calendar. Reimbursement rates are based on the final course grade achieved.

RETIREMENT

Who Qualifies: All regular employees

Eligibility: 1st day of employment for TCDRS and 91st day of employment for Nationwide and ICMA-RC.

Coverage: 3 plans detailed below:

- 1) **Texas County & District Retirement System (TCDRS)** – all regular employees are mandatorily enrolled in this retirement system at a set rate of 6% of bi-weekly pay. AACOG will match the employee's contributions at 200%. Vesting in the AACOG contribution is at 8 years of service. The employee is always 100% vested in the employee contribution. **Provider:** www.tcdrs.org
- 2) **Nationwide Deferred Compensation Plan** – all employees can choose to put a pre-taxed percentage or set amount into an account to save for retirement. AACOG does not match funds.
Provider: www.nationwide.com
- 3) **ICMA-RC Deferred Compensation Plan** – all employees can choose to put a pre-taxed percentage or set amount into an account to save for retirement. AACOG does not match funds.
Provider: www.icmarc.org

LEAVE TIME

Who Qualifies: Regular full-time employees

Eligibility: After 91st day of employment

Benefit: Regular full-time employees earn Paid Time Off based on actual hours worked as follows:

- 1-2 years 10 days
- 3-5 years 15 days
- 6-7 years 20 days
- 8-10 years 22 days
- 11+ years 25 days.

PAID HOLIDAYS

Who Qualifies: Regular full-time employees

Eligibility: 1st day of employment

Benefit: Paid holidays are approved annually by the AACOG Governing Board.