

Harris County Board of Education

Below is an outline of employee benefits. The summaries shown are for illustration only and not a guarantee of benefits or rates. Please refer to the summary plan document for plan details. Employees can enroll in benefits during the first 30 days of employment and during annual open enrollment. Employees not electing to enroll in a benefit when first eligible, may have reduced benefits or may be required to provide evidence of insurability if they enroll as "late entrants". This summary is for all benefits provided through Alexander & Company and InfinityHR. Medical insurance is offered through State Health Benefit Plan. All benefits are effective on the first of the month following 30 days from date of hire.

2019 Benefit Highlights

VOLUNTARY SHORT-TERM DISABILITY – Mutual of Omaha

With this plan you can choose to protect 40% or 66 2/3% of your pre-tax weekly income. Benefits begin on the 15th day of your illness or injury, or after all sick leave is exhausted, whichever is later.

LONG TERM DISABILITY – Mutual of Omaha

Each employee is provided a long-term disability plan with 66.67% of earnings beginning the 91st day of disability and continuing as long as disabled up to Social Security Normal Retirement Age.

BASIC LIFE/AD&D - Metlife

Each employee is provided life insurance coverage equal to 3x your annual earnings, rounded up to the nearest \$1,000. Please be sure to log in to the enrollment system to designate your beneficiary for this benefit paid for you by Harris County BOE.

VOLUNTARY TERM LIFE INSURANCE - Metlife

You can also purchase additional life insurance for yourself and your dependents. New hires can elect coverage amounts up to \$250,000 for themselves, \$50,000 for your spouse, and \$20,000 for dependent children without having to answer health questions. Employee coverage cannot exceed 5 times your basic annual earnings. Spouse and children amounts cannot exceed employee amount. If you elect a coverage amount above the amounts listed above, you will need to complete the evidence of insurability form.

DENTAL – BCBS of GA

Employees can enroll in a dental plan that pays 100% of preventive services, 80% of basic services and 50% of major services. There is a \$50 deductible per person that is waived for Preventive Care and each person has a \$1,000 annual benefit maximum. Dependent children can be covered up to age 26 regardless of student or marital status.

VISION – BCBS of GA

Employees can elect to enroll in a vision plan that provides coverage for vision exams, lenses and frames (or contact lenses) at participating providers. Participants pay a copay and the insurance pays the difference up to specified limits. The copays are \$10 for the vision examination and \$20 for materials. Dependent children can be covered up to age 26 regardless of student or marital status.

ACCIDENT - Metlife

Accident Insurance pays based on a schedule of benefits according to the injury or covered incident someone sustains or the type of treatment someone needs as a result of an accident. You can cover yourself, spouse,

CRITICAL ILLNESS - Metlife

and dependent children.

Critical Illness insurance pays a lump sum benefit at the diagnosis of a covered illness for you to use any way you see fit. Choose coverage amounts of \$10,000 or \$20,000 for employee. Spouses and dependent children are eligible for coverage amounts up to 50% of the employee's amount. This policy has a \$50 per calendar year health screening benefit per covered member.

FLEXIBLE SPENDING ACCOUNTS – CAS

The **medical flexible spending account (FSA)** allows you to set aside pre-tax dollars to pay for eligible medical expenses for you and your dependents. Choose \$300 to \$2,650 annually. Up to \$500 of unused funds can roll over to the next plan year.

The **dependent care flexible spending account (FSA)** allows you to set aside pre-tax dollars to pay for costs associated with dependent day care and elder care. Choose \$300 to \$5,000 annually. Unused funds will not roll over to the next plan year.

TELEMEDICINE

WellTree gives you & your family 24/7/365 access to U.S. Board Certified Physicians through Teladoc who can consult, diagnose, and if needed prescribe medication over the phone or via video technology for many common and acute illnesses – WITH NO CONSULT FEE. If you elect coverage for yourself, then all eligible dependents (if any/spouse and children up to age 26) are automatically covered. The premium is \$8.00 monthly. WellTree also offers a COMPLETE plan which includes all the services of WellTree (Teladoc – WITH NO CONSULT FEE, Doctors Online, Nurseline and Health Advocate) plus ID Sanctuary, Legal Care Direct and Roadside Assistance. The premium for WellTree COMPLETE is \$18.00 monthly. **Please note:** This is separate from the FREE telemedicine benefit provided by State Health Benefit Plan (SHBP) through LiveHealth. Participation under the Well Tree Telemedicine plans is not recommended for employees who are enrolled under a QUALIFIED HIGH DEDUCTIBLE HEALTH PLAN (HDHP) and are making contributions to a HEALTH SAVINGS ACCOUNT (HSA.)

WHOLE LIFE INSURANCE – Unum

This plan allows you to elect \$15,000, \$30,000, \$40,000, or \$50,000 in whole life coverage for yourself. You can also elect \$10,000, \$15,000 or \$20,000 for your spouse, and \$10,000 or \$15,000 for your dependent children. Spouses and children are eligible for coverage even if you do not elect coverage for yourself. These are individual policies, which means they belong to you and you can keep them even if you change jobs or retire.

SECTION 125 PLAN

Premiums for the MEDICAL, DENTAL & VISION, if elected, will be deducted from your paycheck pre-tax. If you have elected any of these benefits and DO NOT want the premium deducted pre-tax, you will need to complete the "OPT-OUT" form annually.

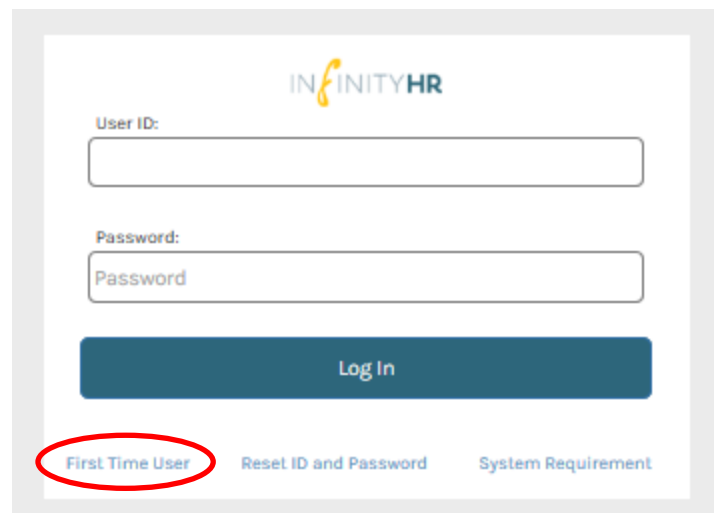
For more detail on each of these benefits go to www.MyHarrisBenefits.com and click the **GREEN button or call your benefits support center at 844.268.0697**

HOW TO MAKE NEW HIRE ELECTIONS:

Start by going to MyHarrisBenefits.com and click on the **BLUE** button. This will redirect you to InfinityHR, where you will be able to make your new hire elections. Click on "First Time User". Enter your DOB and SSN and click "Find My Record" to retrieve your username and create your password. Once your password has been created, you can return to the main page to login.

Select the "New Hire" event under "Change Events" and click "Begin Event."

If you need help, please call the Harris County Benefit Support Center at 844-268-0697 or you can email questions to Support@BenefitsCallCenter.com



The screenshot shows the InfinityHR login interface. It includes a logo at the top, followed by input fields for 'User ID:' and 'Password:'. A prominent blue 'Log In' button is centered below the password field. At the bottom, there are three links: 'First Time User' (highlighted with a red circle), 'Reset ID and Password', and 'System Requirement'.