

Benefits at a Glance

Fiscal Year 2023-2024

The following benefits are available to regular, full-time (FT) employees. Some part-time employees may be eligible for limited benefits depending on the number of hours worked. Health benefits are offered through the [Employees Retirement of Texas \(ERS\)](#). Retirement benefits are offered through the [Teacher Retirement System of Texas \(TRS\)](#).



ALVIN COMMUNITY COLLEGE

OFFICE OF
HUMAN RESOURCES

100% Covered Employee Benefits

- Medical
- Dental
- Long-Term Disability
- 2x Annual Base Salary Life Insurance
- Employee Assistance Program

Leave Benefits

- Up to 72 hours of vacation accrued annually (non-faculty)
- Up to 120 hours of sick time accrued annually (all FT positions)
- 16 hours/2 days of personal business leave each year
- Paid holiday time of approximately 4 weeks
- 4-day work weeks during the summer
- Family and Medical Leave (FMLA) if eligible



Medical Plans

Administered by BlueCross BlueShield of Texas

- HealthSelect of Texas (POS)
- Consumer Direct HealthSelect (PPO)
- HealthSelect Prescription Drug Program



TexFlex

- Tax-advantaged spending/savings accounts for health care, dependent care, and limited-purpose flexible spending



Dental Plan Options

- State of Texas-Dental Choice (PPO)
- DeltaCare USA (DHMO)



Vision Plans

- EyeMed Vision Care
- Vision Services Plan (VSP) Vision Care



Retirement Plan

- Teacher Retirement System (TRS)
 - Employee contribution - 8.25%
 - State contribution - 8.25%
- Optional Retirement Plan (ORP eligible positions only)
 - Employee contribution - 6.65%
 - State contribution - 6.60%
- Additional Retirement Options
 - Voluntary 403(b) and/or 457(b) plans available to all employees



Life & Disability

- Dependent Life
 - \$1.45/month for \$5,000 term life for all dependents
- Life Insurance
 - Additional coverage up to 4x annual salary
- AD&D
 - Additional coverage available at low rates
- Short-Term Disability
 - Covers up to 66% of salary for a specified time



Wellness Program

- Free onsite Fitness Center
- 1.5 hours per week of wellness leave (Fall and Spring Only)
- Onsite walking trail



Campus Perks

- Free parking
- Beautiful courtyard area
- Onsite café and coffee bar
- Employee social events
- College Store discounts



Discount Purchase Program

Discounts through ERS on a variety of wellness products and services with no fees or membership requirements



Tuition Benefits

- Tuition reimbursement and scholarships
- Dependent tuition waiver programs



Onsite Childcare Center

- Child Development Laboratory School
- Affordable rates