

TAMUS EMPLOYEE BENEFITS

A number of employee benefits are available to eligible employees through The Texas A&M University System. According to System Regulation 31.02.01, the employee benefit programs for the System include:

1. employee group health plans, including a self-insured preferred provider organization plan and other health plan options such as health maintenance organizations (HMOs), with each plan including a basic life insurance provision;
2. optional benefit plans, such as Vision, Dental, Life, Dependent Life, Accidental Death and Dismemberment, Long-Term Disability, and Long-Term Care;
3. retirement programs, including the Teacher Retirement System of Texas (TRS) and the Optional Retirement Program (ORP);
4. supplemental retirement plans, including the Tax-Deferred Accounts Program, the State of Texas Deferred Compensation Program and the Supplemental Optional Retirement Program;
5. Section 125 (Internal Revenue Code) plans, including the Tax Saver Plan Spending Accounts and Pretax Premiums; and
6. other employee benefit programs that the System may establish.

Additionally, Texas law provides for workers' compensation insurance for all employees of the System whose names appear on the payroll of the System. Moreover, all employees of the System are covered by unemployment compensation insurance in accordance with applicable law.

The System Policy Manual provides information on policy issues related to the employee benefit programs. The manual is accessible at <http://sago.tamu.edu/policy/intro.htm>.

In addition, the System Human Resources Office maintains a web site, which provides information on various group health plans and other benefits available to employees. The web site is accessible at <http://sago.tamu.edu/shro/>.

Information on employee benefit programs may also be obtained from the University's Office of Human Resources.

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