

Texas Department of Criminal Justice
Summary of Changes to Employee Benefits as of September 1, 2011

Medical Benefits

Changes in employee benefits effective September 1, 2011, include:

- HealthSelect premiums increased by approximately 8%, Community First Health Plans by 6.7%, and Scott & White Health Plans by 4.7%.
- Humana's State of Texas Dental Choice Plan rate increased by 5%.
- Premium rates for all other benefit options remained the same for Fiscal Year 2012.
- Beginning September 1, 2011, each plan will pay 100% of coinsurance for preventive care; however, co-pays may still apply.
- Beginning September 1, 2011, eligible children can continue coverage in the Group Benefits Program (GBP) until age 26, regardless of marital status, though members cannot add their married child's spouse or children to GBP coverage.
- Beginning September 1, 2011, plans will cover certain smoking cessation drugs and treatment programs.
- For full-time TDCJ employees, the state will continue to pay 100% of their health premium and 50% of the cost for dependents.

Compensatory Time

House Bill 988 extends the time period that compensatory time earned on or after September 1, 2011, can be used before it expires, from one year to two years for an employee in a correctional career position. Correctional career positions include correctional officer through warden, including food service and laundry managers. Eligible employees must use accrued compensatory time within two years following the date the time was accrued or it expires. The compensatory time expiration date for an employee in a non-correctional career position remains the same and expires one year following the date the leave was accrued.

Military Benefits

Effective September 1, 2011, Senate Bill 1737 provides two entitlements for qualified state employees that serve in the armed forces. The first provision entitles a state employee, who serves in the armed forces, to carry forward any unused portion of the 15 workdays of administrative leave into the next federal fiscal year up to a maximum of 45 workdays. This provision applies to training and active call-to-duty orders.

The second provision entitles a state employee that is a member of the National Guard, who is called to federal active duty for the purpose of providing assistance to civil authorities in a declared emergency or for training for that purpose, to receive paid emergency leave for no more than 22 workdays per calendar year without loss of military leave or annual leave. Any unused balance of the 22 workdays will not be carried forward into the next calendar year.