



Fort Bend County's EMPLOYEE BENEFITS

Of course we offer the normal stuff like paid vacation and sick leave! But as a Full-Time Fort Bend County employee, you'll also enjoy an amazing offering of Employee Insurance and Retirement Programs designed to assist you and your eligible dependents.

- Medical
- Dental
- Vision
- Section 125 Flex Spending
- Mail Order Pharmacy
- Longevity Pay
- Employee Assistance Program (EAP)
- Retirement (TCDRS)
- Deferred Compensation (457)
- Credit Union
- Savings Bonds

PAID TIME OFF

Fort Bend County employees enjoy paid time off for such things as:

- Vacation
- Sick Leave
- Holiday - 12 paid holidays including one for the County Fair!
- Jury Duty
- Voting
- Military Leave
- Bereavement Leave

RETIREMENT & SAVINGS BENEFITS

Deferred Compensation – 457

Fort Bend County employees have an option of saving extra money for retirement by choosing from one of three 457 vendors. A 457 plan allows employees to defer salary now to fund their retirement. Contributions are made with pre-tax dollars, which lowers taxable income, and earnings on contributions are tax-deferred until withdrawn.

Savings Bonds

Fort Bend County employees can opt to save for supplemental retirement, education funds, or just plain savings by enrolling in our Savings Bonds Payroll Deduction program. Savings Bonds offer an affordable and easy means of saving for short-term and intermediate term savings goals.



Texas County & District Retirement System

Fort Bend County employees are enrolled in the Texas County & District Retirement System (TDCRS). Each month 7 percent of your total pay goes into your TDCRS account and your account gets 7 percent interest credited to it each December 31. One of the great things about a defined-benefit plan like the TDCRS plan is that the ups and downs of the investment market don't affect your account. Whether the market does well or does poorly, your account gets the 7-percent interest rate. Fort Bend County matches 2:1 at retirement. Fort Bend County's employees are eligible for retirement upon meeting one of the following criteria:

- Age 60 with 8 years of service; or
- Any age with 30 years of service; or
- Your age plus your years of service equals 75 (also called the Rule of 75)

Credit Union

As an employee of Fort Bend County you have the opportunity of becoming a member of Brazos Valley Schools Credit Union. BVSCU offers its members a long list of products and services from checking, savings and IRAs to credit, auto and home loans.

MEDICAL BENEFITS

Health Care

Fort Bend County offers a PPO plan that provides you with major medical and hospital benefits. Employees may choose a high or low deductible benefit plan. Fort Bend County strives to provide comprehensive benefits with affordable premiums.



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Mail Order Pharmacy

Don't stand in line at the pharmacy! Fort Bend County employees have the option of using our Mail Order Pharmacy and can go online to order or refill prescriptions, find a near-by pharmacy or get answers to common questions. Save money by taking advantage of getting 90-day prescriptions through our mail order pharmacy!

Dental Coverage

Fort Bend County employees have beautiful smiles! Employees have an option of choosing the Fort Bend County plan which allows the use of any licensed dentist in the United States, or employees can choose a DHMO plan in which you may use any dentist in the network.

Vision Coverage

Your eyesight is nothing to take for granted. It's how we see a loved one's face clearly or a beautiful Fort Bend County sunset. Employees are offered an annual vision benefit through the Fort Bend County PPO plans or a CompBenefits VisionCare plan. Other eye care benefits are available with CompBenefits VisionCare. Employees may select any in-network optometrist or ophthalmologist for their vision needs.

Employee Assistance Program

With today's to-do lists and busy work schedules, who has time to deal with personal problems when they come up? Fort Bend County employees receive a limited number of free confidential counseling sessions annually. The EAP provides confidential assistance and in-network referrals for legal assistance, for financial services, and referrals to experienced counselors.

Section 125 Flexible Spending

Employees may elect any of the following with payroll deducted pre-taxed income: Eligible Premiums, Dependent Care Reimbursement, or Eligible Health Care Reimbursement.



INCOME PROTECTION

Group Term Life Insurance

Fort Bend County provides Group Term Life Insurance at no cost for every eligible full-time employee! In the event of death, life insurance helps your beneficiary with some of the financial strains that may occur.

Accidental Death and Dismemberment (AD&D) Insurance

Also provided at no cost to Fort Bend County employees is Accidental Death & Dismemberment Insurance. If you die or incur certain injuries in an accident, a benefit would be paid to you or your beneficiary.

Optional Insurance

Fort Bend County employees can choose optional insurance coverage for short-term disability, cancer protection, accident, hospital indemnity, intensive care, critical illness, and life insurance by contacting any of our optional benefits vendors during enrollment periods.

Long Term Disability

After 180 days of disability, eligible full-time Fort Bend County employees will receive 60% of their monthly base salary up to a maximum benefit to \$5,000 per month, subject to plan limitations.

PLUS EXTRA COOL LOCAL DISCOUNTS

Fort Bend County employees also receive extra local discounts from local eateries, dry cleaners, fitness gyms, theme parks, car rentals and office supplies.



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LEGAL STUFF

Fort Bend County has established a variety of outstanding employee benefit programs designed to assist employees and their eligible dependents in meeting the financial burdens that can result from illness and disability. This is a very general description of the benefits to which employees of Fort Bend County may be entitled. Please understand that this general explanation is not intended to, and does not, provide all the details of these benefits. Therefore, this does not change or otherwise interpret the terms of the official plan documents. To the extent that any of the information above is inconsistent with the official plan documents, the provisions of the official documents will govern in all cases. Please note that nothing contained in the benefit plans described herein shall be held or construed to create a promise of employment or future benefits, or a binding contract between Fort Bend County and its employees, retirees or their dependents, for benefits or any other purpose. All employees shall remain subject to discharge or discipline to the same extent as if these plans had not been put into effect. As always, Fort Bend County reserves the right, in its sole and absolute discretion, to amend, modify, or terminate, in whole or in part, any or all of the provisions of the benefit plans described herein, including any health benefits that may be extended to retirees and their dependents. Further, Fort Bend County reserves the exclusive right, power and authority, in its sole and absolute discretion, to administer, apply and interpret the benefit plans described herein, and to decide all matters arising in connection with the operation or administration of such plans.