

2020 BENEFITS **guide**

FOR EMPLOYEES OF THE CITY OF BURLESON



LOOK INSIDE
FOR IMPORTANT
INFORMATION
ON YOUR 2020
BENEFITS PROGRAM.

HELPING YOU THRIVE

welcome

Look Inside

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the City of Burleson offers a comprehensive and competitive benefits program that provides you with options when it comes to choosing what's right for you and your family. We are also committed to providing you with the tools and resources you need to live well. At the same time, we look to you to use the health care resources at your disposal to make informed decisions.

Please review this guide carefully for highlights of our benefits and discuss your options with your family.

How to Enroll

Log into mybentek.com/cityofburleson, then:

- If you are a first-time user, click on “Create an Account” and follow the step-by-step instructions. Note: You will need your employee ID number and the last four digits of your Social Security number.
- Click on the Menu button and then “Employee Benefits Center.” Depending on your reason for enrolling, select “New Hire Orientation,” “Open Enrollment” or “Qualifying Event.”

Qualifying Life Events

Due to IRS regulations, you cannot change your elections until the next annual Open Enrollment period, unless you have a qualifying life event during the year. The following are examples of the most common qualifying life events:

- Marriage or divorce
- Birth or adoption of a child
- Child reaching the maximum age limit
- Death of a spouse, registered domestic partner (RDP) or child
- Change in child custody

- Change in coverage election made by your spouse/RDP during his/her employer’s Open Enrollment period
- Your or your dependents’ loss of coverage on another plan

It is your responsibility to provide appropriate documentation and make changes to your benefit elections by contacting Human Resources within 30 days of the event. If you fail to do so, you will not be able to enroll or make changes until the next Open Enrollment period.

Getting Started

WHO IS ELIGIBLE

You are eligible for benefits if you are a regular, full-time employee working 30 or more hours per week. You may also enroll your eligible dependents under certain plans you choose for yourself. Eligible dependents include:

- Your legally married spouse or registered domestic partner (RDP) ONLY.*
- Your children who are your natural children, stepchildren, adopted children, your RDP’s children, or children for whom you have legal custody (up to age 26). Disabled children age 26 or older who meet certain criteria may continue on your health coverage.

NEW HIRE WAITING PERIOD

Benefits become effective on the first day of the month following your 30th day of employment.

DEPENDENT ELIGIBILITY VERIFICATION

If you are adding dependents to your health and/or dental coverage, you must submit copies of documentation to Human Resources verifying their eligibility within 30 days of your hire date. You must also submit your dependents’ Social Security numbers. Examples of documentation include:

- Marriage certificate
- Birth certificate and Social Security card
- Divorce decree

OPT-OUT OPTION

If you are a full-time employee covered under the City’s health plan and are eligible for coverage through another plan (e.g., spouse’s or parent’s plan, retirement or military), you may opt out of health coverage with the City and receive \$200 per month. To opt out, submit written proof of coverage through your other plan. Please note you may not enroll in City health coverage until our annual Open Enrollment period, unless you experience a qualifying life event.

BENEFITS & ENROLLMENT SUPPORT

If you have questions on your benefits, please contact Human Resources or Compass at (800) 513-1667 or answers@compassphs.com. For help enrolling in coverage, contact the BenTek® Support Line at support@mybentek.com or (877) 523-6835 Monday through Friday, 8:30 a.m. to 5 p.m. CT.

**If you and your spouse both work for the City as benefits-eligible employees, you have the option to either enroll in individual coverage or have one of you enroll the other as a dependent.*

Medical Coverage

UNITEDHEALTHCARE (UHC)

We are proud to offer medical coverage that not only provides coverage for illness and injury, but also enables you and your family to focus on staying well. Both plans are exclusive provider organization (EPO) plans, meaning the plans generally do not provide out-of-network coverage. The following is a high-level overview of the coverage available to you. For complete coverage details, please refer to the Summary Plan Description (SPD), found on www.Burlesontx.com/employeeforms.

Note: The Extended Non-Network Reimbursement Program (ENRP) reimburses you for out-of-network claims. You may be responsible for paying the difference between what the out-of-network provider charges and what the plan covers. This is known as balance billing.

Plan Feature	High-Deductible/HSA Plan	Copay/Gap Plan
	In-Network	In-Network
Network	Choice Network	
Annual Deductible		
Individual	\$2,800	\$2,000
Family	\$5,600	\$4,000
Annual Out-of-Pocket Maximum (includes deductible)		
Individual	\$5,000	\$4,000
Family	\$10,000	\$8,000
Gap Insurance		
Inpatient	N/A	\$1,000
Outpatient	N/A	\$1,000
Annual City Contribution to the Health Savings Account (HSA)		
Individual	\$1,000	N/A
Family	\$2,000	N/A
Services		
Office Visit	You pay 10% after deductible	\$25 copay
Specialist Visit	You pay 10% after deductible	\$50 copay
Wellness Visit	Covered at 100%	Covered at 100%
Hospital Stay (Inpatient & Outpatient)	You pay 10% after deductible	You pay 20% after deductible
Urgent Care	You pay 10% after deductible	\$50 copay
Telemedicine (Virtual Visits)	\$49 per visit	\$25 copay
Emergency Room	You pay 10% after deductible	\$250 copay
Labcorp/Quest Preferred Network Lab (Non-Routine)	You pay 10% after deductible	You pay 20% after deductible
Prescription Drugs (Generic/Brand/Non-Formulary/Specialty)		
Retail Pharmacy (30-day supply)	\$0/\$35/\$70/\$200 after deductible	\$0/\$35/\$70/\$200 copay
Mail Order (90-day supply)*	\$0/\$70/\$140 after deductible	\$0/\$70/\$140 copay

*Biotech medication is not eligible.

GAP INSURANCE (AVAILABLE TO COPAY/GAP PLAN MEMBERS ONLY)

Gap insurance provides you and each of your dependents with a \$1,000 benefit to help offset the deductible for in-patient services, and a \$1,000 benefit to help offset the deductible for outpatient services. Outpatient gap insurance can be used three times per year per family.

Health Savings Accounts (HSAs)



Our High-Deductible/HSA Plan offers comprehensive health care coverage at a lower premium and higher deductible than traditional health care plans. As its name suggests, the plan also features an HSA. You can use funds in this account to pay for eligible services, or you can choose to pay for these expenses out of your own pocket and save your HSA funds for future expenses on a tax-free basis. Note: You can only use HSA funds as they are deposited in your account. You can always reimburse yourself later once you have accumulated funds in your account.

HOW YOUR HSA IS FUNDED

City Contributions

If you enroll in the High-Deductible/HSA Plan, you will receive an annual City contribution of \$1,000 for individual coverage and \$2,000 for all other tiers into an HSA. This contribution is meant to partially offset the High-Deductible/HSA Plan's higher deductible.

Your Contributions*

There are several ways to contribute money to your HSA:

- Pre-tax contributions through payroll deductions
- After-tax cash contributions that are deductible when you file your taxes
- Catch-up contributions up to \$1,000 per year if you are over age 55 (until you enroll in Medicare)

Total Annual Contribution Limit

It is important to note that your contributions, when combined with any contributions from the City, may not exceed the IRS annual maximum of \$3,550 for individual coverage and \$7,100 for family coverage in 2020. Note: Individuals 55 and older may make additional "catch-up" contributions up to \$1,000 each year until they enroll in Medicare.

QUALIFIED HEALTH CARE EXPENSES

The HSA enables you to pay for the following qualified health care expenses on a tax-free basis:

- Qualified medical, dental and vision expenses not covered by the plan, as defined by the IRS in Publication 502, available online at www.irs.gov/pub/irs-pdf/p502.pdf
- COBRA premiums
- Qualified long-term care insurance and expenses
- Health insurance premiums when receiving unemployment compensation

- Medicare and, for those over age 65, retiree health insurance premiums (excluding Medicare Supplement and Medigap premiums)

HSA RESTRICTIONS

To be eligible to open an HSA and receive the City contribution (if applicable):

- You must be enrolled in an HSA-qualified high-deductible health plan (HDHP).
- You cannot be covered by any other medical plan that is not an HSA-qualified HDHP.
- You must not be eligible to be claimed as a dependent on another individual's tax return.
- You must not be enrolled in Medicare or TRICARE.
- If you are a veteran, you must not have received veteran benefits within the last three months, except for preventive care.
- You must not be active military.
- You and your spouse must not have a health care flexible spending account (FSA) or health reimbursement account (HRA). However, you may enroll in a limited-purpose health care FSA.

THE HRA VS. HSA

If you are enrolled in the High-Deductible/HSA Plan but are not eligible to open an HSA, you may participate in a health reimbursement account (HRA) instead. Unlike the HSA, you may not contribute to the HRA. Instead, the City will contribute \$1,000 for individual coverage and \$2,000 for all other tiers to your account each year, and unused funds roll over from year to year. This contribution is available starting January 1.

**You must be enrolled in a qualified high-deductible health plan to contribute to an HSA.*

health

Health Care & Dependent Care FSA

Flores

We provide you with an opportunity to participate in up to two different flexible spending accounts (FSAs), which allow you to set aside a portion of your income, before taxes, to help pay for qualified health care and/or dependent care expenses. Because that portion of your income is not taxed, you pay less in federal income, Social Security and Medicare taxes.

Health Care FSA

For 2020, you may contribute up to \$2,700 to cover qualified health care expenses incurred by you, your spouse and your children up to age 26. Some qualified expenses include:

- Coinsurance
- Copayments
- Deductibles
- Prescriptions
- Dental treatment
- Orthodontia
- Eye exams/eyeglasses
- Lasik eye surgery

For a complete list of eligible expenses, visit www.irs.gov/pub/irs-pdf/p502.pdf.

Limited-Purpose Health Care FSA (for High-Deductible/HSA Plan participants only)

If you enroll in the High-Deductible/HSA Plan, you may only participate in a limited-purpose health care FSA. This type of FSA allows you to pay for eligible dental, orthodontia and vision expenses while preserving your HSA funds for eligible medical expenses.

Dependent Care FSA

For 2020, you may contribute up to \$5,000 (per family) to cover eligible dependent care expenses (\$2,500 if you and your spouse file separate tax returns). Some eligible expenses include:

- Care of a dependent child under the age of 13 by babysitters, nursery schools, pre-school or daycare centers
- Care of a household member who is physically or mentally incapable of caring for him/herself and qualifies as your federal tax dependent

For a complete list of eligible expenses, visit www.irs.gov/pub/irs-pdf/p503.pdf.

FSA RULES

YOU MUST ENROLL EACH YEAR TO PARTICIPATE.

Because FSAs can give you a significant tax advantage, they must be administered according to specific IRS rules:

Health care FSA: Unused funds of up to \$500 from one year can carry over to the following year. Carryover funds will not count against or offset the amount that you can contribute annually. Unused funds over \$500 will NOT be returned to you or carried over to the following year.

Dependent care FSA: Unused funds will NOT be returned to you or carried over to the following year. You can incur expenses through December 31, 2020, and must file claims by March 15, 2021.



Health Care Tools & Resources

The City not only provides medical coverage to help you stay well, we also offer a variety of programs, tools and resources to help you make informed health care decisions.

COMPASS, AN ALIGHT COMPANY

Navigating the health care system can be a challenge—that's where Compass comes in! The Compass Health Pro team takes the hassle out of health care and helps you find the right solutions so that you can focus on what matters most to you. Turn to Compass for help:

- Choosing the right health plan
- Understanding your health benefits
- Explaining your medical bills and resolving any billing errors
- Finding highly rated and cost-effective providers
- Coordinating care
- Comparing costs for common procedures and treatment
- Scheduling appointments
- Finding lower-cost alternatives to prescriptions

Please note: You must register for Compass as one of the criteria to receive the Wellness Day and health premium discount. This program is available at no cost to you and your family. Register and access Compass' services by visiting <https://member.compassphs.com> or call (800) 513-1667 to speak to a health pro.

LABCORP/QUEST

Whenever you require lab work, be sure to use a LabCorp/Quest facility, the preferred lab for the City of Burleson. You will most likely pay less when you visit a LabCorp/Quest facility than when you go outside of the network. Search from more than 1,300 laboratory providers by logging into www.myuhc.com or calling (800) 859-3291.

SPINE & JOINT SOLUTION

If you have back, knee or hip pain and are looking for information about surgery, you can turn to the Spine and Joint Solution program for advice, guidance and support. You will get in touch with an orthopedic nurse, who can go over your treatment options, coordinate your care and follow up with you after your surgery. For more information, call (888) 936-7246.

AIRROSTI

If you suffer from chronic or persistent pain, an Airrosti provider can help you find the root cause and work with you to give you relief as quickly as possible—often within only three hour-long visits. Using soft tissue treatment, Airrosti helps you avoid costly surgery and reduces the need for prescription pain killers.



ONERX

Save an average of \$750 on your prescriptions with the free OneRx app. You can use the app to:

- View your personal out-of-pocket costs for drugs prescribed at your local pharmacy
- Access special discounts and coupons
- Find out whether step therapy or prior authorization is required before you try to fill a prescription
- Track your medications and stay up to date on the drug list status

For more information and to download the app, go to www.onerx.com.

AFLAC BENEFITS

Aflac offers supplemental benefits such as accident, cancer, hospital indemnity and short-term disability (STD) coverage. These benefits are voluntary and you pay 100 percent of the cost. Aflac pays money directly to you for approved claims.

LEGALSHIELD

LegalShield gives you the power to talk to an attorney about any personal legal issue. Whether it's big, small, or somewhere in between, your LegalShield Provider Law Firm will be there to offer advice or assistance on a variety of issues.

health

Your 2020 Wellness Program

Our Wellness Program offers the following resources to help you improve and maintain your health – plus discounts, so you don't have to strain your wallet.

WELLNESS DAY OFF

Full-time employees are eligible for one day off in the next calendar year following meeting the criteria below:

- Complete an annual age appropriate physical
- Complete your annual bloodwork
- “Get Connected” with Compass at <https://member.compassphs.com> (one-time process, not required annually)

You and your provider certify your completion of the above tasks on the Wellness Form and turn the form into Human Resources by December 31.

HEALTH PREMIUM DISCOUNT

Full-time employees can opt to participate in a health premium discount of \$44.42 each month, after completing the following tasks:

- Complete an annual age appropriate physical
- Complete your annual bloodwork
- “Get Connected” with Compass at <https://member.compassphs.com> (one-time process, not required annually)

You and your provider certify your completion of the above tasks on the Wellness Form and turn the form into Human Resources by December 31. If your paperwork is completed after December 31, the discount will be applied on the first of the month after the criteria has been met.

QUARTERLY LUNCH & LEARNS

Each quarter, you are welcome to attend a Wellness Education lunch in-person or you may watch the recorded session. Each session will include a raffle for gift cards and vacation hours.

GOLF COURSE DISCOUNT

With this discount, you can golf and save money any day of the week (when you golf during seasonal twilight hours). Walking the course is free, otherwise, you just pay the cart

fee. Note: This discount only applies to employees; family and friends are not eligible. The discount does not apply on holidays.

ACCESS TO FITNESS EQUIPMENT

As an employee, you are eligible for free BRiCK membership, and a family-level discount of \$6 per pay period. You also have access to employee-only fitness centers in Annex 3 and the Service Center. You can use these centers on your personal time Monday through Friday, during daytime hours.

FLEXIBLE WELLNESS REIMBURSEMENT

The Flexible Wellness Reimbursement program can compensate you for up to \$100 of personal wellness expenses each year. Anyone who has been a full-time employee for at least six months is eligible. You will be reimbursed through payroll for qualified expenses, such as:

- Gym membership
- Walk/run registration fees
- Nutrition programs
- Wellness services such as personal training
- Trackables and exercise equipment

Forms and qualified receipts can be turned in once a year between July 1 and December 1. Ask Human Resources if you are unsure that an expense qualifies for reimbursement. Discounted City services and facilities are not eligible for reimbursement.

PARTNER WELLNESS DISCOUNTS

- **Camp Gladiator:** New members can enroll in a four-week free trial with the online code COBFREE79. You can also get \$10 off the exclusive BOLD-level membership when you provide your City work email address.
- **Orange Theory:** As a City employee, you can save \$10 off of select memberships (take proof of employment to Orange Theory).
- **24 Hour Fitness:** You can access your discount with the Corporate ID 113022CORP.

Dental Coverage

UNITEDHEALTHCARE (UHC)

Regular dental checkups can do more than keep your smile attractive—they can also tell dentists a lot about your overall health, including whether or not you may be at risk for chronic diseases. The following is a high-level overview of your dental coverage. For complete coverage details, please refer to the Summary Plan Description (SPD), found on www.Burlesontx.com/employeeforms.

Plan Feature	UHC Network
Deductible	
Individual/Family	\$50/\$150
Annual Benefit Maximum	
Per Individual	\$1,500/\$500 for treatment of TMJ
Covered Services	
Preventive Services (exams, X-rays, cleanings)	Covered at 100%
Basic Services (fillings, extractions, root canals)	Plan pays 80% after deductible
Major Services (crowns, bridgework, dentures*)	Plan pays 50% after deductible
Orthodontia (children only up to age 19)	Plan pays 50%
Orthodontia Lifetime Maximum	\$1,500

*There is a six-month waiting period for partial or complete dentures.

Vision Coverage

UNITEDHEALTHCARE (UHC)

Not only can yearly eye exams protect your eyes, they can help detect signs of serious health conditions like diabetes, brain tumors, high blood pressure and high cholesterol. The following is a high-level overview of your vision coverage. For complete coverage details, please refer to the Summary Plan Description (SPD), found on www.Burlesontx.com/employeeforms.

Plan Feature	Frequency	In-Network	Out-of-Network
Exam	Once every 12 months	\$10 copay	Up to \$40 reimbursement
Lenses			
Single	Once every 12 months	\$25 copay	Up to \$40 reimbursement
Bifocal	Once every 12 months	\$25 copay	Up to \$60 reimbursement
Trifocal	Once every 12 months	\$25 copay	Up to \$80 reimbursement
Frames	Once every 24 months	\$130 allowance	Up to \$45 reimbursement
Contact Lenses (in lieu of glasses)			
Medically Necessary	Once every 12 months	Covered at 100%	\$210 allowance
Elective	Once every 12 months	\$105 allowance	Up to \$105 reimbursement

Note: Our vision plan is provided by UHC and administered by Spectera. We encourage you to verify whether your provider accepts Spectera insurance.

FINDING IN-NETWORK PROVIDERS

You will typically pay less when you stay inside your plan's network. To find an in-network provider in your area:

- Dental providers: www.myuhc.com
- Vision providers: www.myuhcvision.com

financial

Life and AD&D Insurance

SYMETRA

Life insurance offers peace of mind when it comes to making sure your loved ones are financially secure for the future.

EMPLOYEE BASIC LIFE AND AD&D

Employee basic life is provided by the City at no cost to you.

	Basic Benefit
Employee	1x annual base salary up to \$250,000

SPOUSE AND CHILD BASIC LIFE AND AD&D

You pay for spouse and child life.

	Basic Benefit
Spouse	\$5,000 or \$10,000
Child	\$2,500 or \$5,000

SUPPLEMENTAL LIFE AND AD&D

If you determine you need more than the basic coverage, you may purchase additional coverage for yourself and your eligible family members.

	Benefit Option	Guaranteed Issue*
Employee	5x annual base salary in \$10,000 increments up to \$300,000	5x annual base salary up to \$100,000
Spouse	100% of employee amount in \$5,000 increments up to \$150,000	\$25,000
Child	\$10,000	\$10,000

AGE REDUCTION SCHEDULE

Your life insurance benefit will decrease starting at age 65.

Age	Percentage of Benefit
65	65%
70	50%
75	35%

**During this Open Enrollment period only, you can increase your coverage in up to five increments of \$10,000 up to the Guaranteed Issue amounts without having to provide Evidence of Insurability (EOI, or information about your health). Coverage amounts that require EOI will not be effective unless approved by Symetra.*

Long-Term Disability Coverage

SYMETRA

The City provides eligible employees long-term disability (LTD) coverage at no cost to you should you need to take a leave from work due to a serious illness or injury. The following is a brief summary of our LTD coverage.

LTD Coverage Options	
Income Replacement	60% of base annual earnings
Monthly Benefit Maximum	\$10,000
When Benefit Begins	After 90 days
Maximum Benefit Duration	Up to Social Security normal retirement age or no longer disabled

Texas Municipal Retirement System (TMRS)

If you work 1,000 hours or more per year, you are required to participate in the TMRS. The following is a brief summary of the TMRS:

- You contribute seven percent to your TMRS city retirement account.
- The City matches your contributions two to one: For every \$1 you contribute, the City contributes \$2.
- After five years of service, you are 100-percent vested in your account.
- If you have completed five years of service and are at least 60 years old, or if you have completed 20 years of service, you may retire.
- TMRS provides a death benefit of one times your annual salary and an occupational disability provision.

457 Plan & Roth IRA

INTERNATIONAL CITY MANAGEMENT ASSOCIATION - RETIREMENT CORPORATION (ICMA-RC)

You may also contribute to a 457 deferred-compensation plan and/or Roth IRA. The following is a brief summary of each plan:

- **457 Plan:** You contribute pre-tax funds via convenient payroll deductions, thus reducing your taxable income. You may also invest your funds to help them grow. Funds are taxed once you withdraw them.
- **Roth IRA:** You contribute after-tax funds and funds then grow tax free. You may also withdraw funds tax free.

work-life

Employee Assistance Program (EAP)

ALLIANCE WORK PARTNERS

Life is full of challenges, and balancing it can be difficult. We are proud to provide a confidential EAP **at no cost** to you and your immediate family members. EAP professionals are available 24/7 and can help with the following issues:

- Anxiety and depression
- Emotional health
- Family/relationship conflicts
- Grief/loss
- Legal/financial issues
- Substance abuse
- Other personal concerns
- Adolescence (a Teen Line is available)

Longevity Pay

If you are a non-public safety employee and reach five years of service with the City, you are eligible for \$4 per month for each year of service (based on your first month of employment). Sworn public safety employees receive longevity pay from your initial date of hire as required by state law.

Holidays

You are eligible for 10 paid holidays per year, as noted below. There is no waiting period. The City Manager's office sets the specific dates to honor these holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The Day After Thanksgiving
- Christmas Eve
- Christmas Day
- Personal Holiday

United Way

We support Johnson County United Way, which gives to charities in our local communities. Contributions can be made when you make your insurance elections. Every little bit helps!

Sick Leave

If you are a full-time employee, you are eligible for sick leave. The amount of time earned depends on the amount of service, your position and your status as a full-time or part-time employee. You earn sick leave beginning on your start date and it may be used once you have completed two months of service.

- **All employees (except Fire):** Four hours per pay period
- **Fire employees:** Six hours per pay period

Vacation

If you are a full-time employee, you are eligible for vacation time. Vacation benefits may be used following six months of service and a positive performance evaluation from your director. You accrue vacation time from your start date according to the following schedule:

Police/Fire Department Employees		
City Years of Service	Hours Accrued Per Year	
	Police/Fire	Fire: 24-Hour Shift
0-9	120	180
10-19	160	240
20+	200	300
All Other Employees*		
City Years of Service	Hours Accrued Per Year	
	0-4	80
5-9	120	
10-19	160	
20+	200	

*Employees at the Director level accrue 40 more hours per year.

Other Paid Time Off

For eligible employees, we offer paid bereavement, jury duty and military leave for qualifying events. There is no waiting period.

Tuition Reimbursement

You may be eligible for tuition reimbursement each semester—provided you meet the criteria—up to a maximum that is approved each budget year. For more information, visit www.Burlesontx.com/employeeforms.

rates

Medical (Per Pay Period)

High-Deductible/HSA Plan		
	With Health Premium Discount	Without Health Premium Discount
Employee Only	\$0.00	\$22.21
Employee + Spouse	\$55.37	\$77.58
Employee + Child(ren)	\$20.17	\$42.38
Employee + Family	\$96.87	\$119.08
Copay/Gap Plan		
	With Health Premium Discount	Without Health Premium Discount
Employee Only	\$21.78	\$43.99
Employee + Spouse	\$206.56	\$228.77
Employee + Child(ren)	\$129.57	\$151.78
Employee + Family	\$345.14	\$367.35

Dental (Per Pay Period)

Coverage Tier	
Employee Only	\$0.00
All Other Tiers	\$29.81

Vision (Per Pay Period)

Coverage Tier	
Employee Only	\$3.06
All Other Tiers	\$6.58

Basic Life and AD&D (Per Pay Period)

Coverage Tier	
Employee <ul style="list-style-type: none"> Life Amount: 1x annual basic salary up to \$250,000 	\$0.00
Spouse/Child: Option 1 <ul style="list-style-type: none"> Spouse Amount: \$5,000 Child Amount: \$2,500 	\$1.00
Spouse/Child: Option 2 <ul style="list-style-type: none"> Spouse Amount: \$10,000 Child Amount: \$5,000 	\$2.00

Voluntary Life and AD&D*

	Employee (Rate Per \$1,000)	Spouse (Rate Per \$1,000)
Life Rate: Up to 24	\$0.100	\$0.100
25-29	\$0.100	\$0.100
30-34	\$0.110	\$0.110
35-39	\$0.130	\$0.130
40-44	\$0.170	\$0.170
45-49	\$0.250	\$0.250
50-54	\$0.360	\$0.360
55-59	\$0.570	\$0.570
60-64	\$0.750	\$0.750
65-69	\$1.250	\$1.250
70-74	\$2.190	\$2.190
75-79	\$8.210	\$8.210

Child Life Rate for \$10,000

\$1.00 per pay period

*The online enrollment system will provide the rate calculation based on your election and age.

directory

Topic	Contact	Group Number	Phone	Website & Email
General Benefits and/or Enrollment	Human Resources	N/A	(817) 426-9642	COBWEB www.Burlesontx.com/employeeforms
Healthcare Decision Support	Compass, An Alight Company	N/A	(800) 513-1667	answers@compassphs.com
Medical Coverage and Telemedicine	UnitedHealthcare (UHC)	906435	(866) 844-4864	www.myuhc.com
Dental Coverage	UnitedHealthcare (UHC)	1019974	(866) 844-4864	www.myuhc.com
Vision Coverage	UnitedHealthcare (UHC)	1-1GKH-14580	(866) 844-4864	www.myuhcvision.com
Gap Insurance	Sis-Next Step	G4200-OP1-24780	(972) 788-0699	www.specialinc.com
Health Savings Account (HSA)	HSA Bank	N/A	(800) 357-6246	my.accounts.hsabank.com
Health Care and Dependent Care Flexible Spending Accounts (FSAs) & Health Reimbursement Accounts (HRAs)	Flores	N/A	(800) 532-3327	www.flores-associates.com
Lab Work	Quest LabCorp	N/A N/A	(866) 697-8378 (800) 859-3291	www.questdiagnostics.com www.labcorp.com
Employee Assistance Program (EAP)	Alliance Work Partners	Registration Code: AWP-COB-1178	(800) 343-3822 Teen Line: (800) 334-8336	www.awpnw.com
Life and Disability Insurance	Symetra	01-017859-00	Claims: (877) 377-6773 Life: (888) 999-4767 Billing: (800) 426-7784 Underwriting: (800) 426-7784	LADCLA@symetra.com conversions@hrmp.com grpadm@symetra.com benmuw@symetra.com
Texas Municipal Retirement System (TMRS)	TMRS	00202	(800) 924-8677	www.mytmrs.com
457 Plan and Roth IRA	ICMA-RC/Eunice Brogdon	457: 301891 Roth: 705348	(877) 313-8316	ebrogdon@icma.org
Spine & Joint Solution	UnitedHealthcare (UHC)	N/A	(888) 936-7246	www.myuhc.com
Airrosti	Airrosti	N/A	(800) 404-6050	www.airrosti.com
Aflac	Teresa Reeves	N/A	(817) 295-2768	ddreevestx@prodigy.net
LegalShield	Linda & William Gartin	N/A	(817) 301-9563	lgartin@legalshield.com

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Human Resources: (817) 426-9642
Compass: (800) 513-1667 or answers@compassphs.com