



2026 Summary of Benefits

Effective Date of Benefits –

Benefits for new employees at Hardin-Simmons University are effective the “**first of the following month**” after date of hire except some employer paid benefits which will start on date of hire. Specifically, optional benefits such as medical, dental, vision, voluntary life, etc., will be effective the first of the following month.

Retirement contributions begin the “first of the following month” after date of hire. Eligible employees will receive a dollar-for-dollar match on personal contributions (up to 4.0% maximum for 2026). Employees are encouraged to meet with the retirement provider at least once a year to review their statement and investment of funds. HSU is not responsible for employee’s investment selections.

Employer paid benefits such as Term Life Insurance (HSU Paid), Short-Term Disability (HSU Paid), and Long-Term Disability (HSU Paid) will begin on date of hire.

New employees must make decisions about benefits during the first 30 days of their employment. After the initial 30-day period no changes can be made outside of Annual Open Enrollment for *most* benefits, excluding retirement and post-tax benefits, unless there is a QLE (Qualifying Life Event).

Qualifying Life Event Changes (QLE's) - The only changes that can be made outside of open enrollment are those involving a “Qualifying Life Event”. Eligible QLE's include marriage, divorce, birth or adoption of a child, and death of an employee or dependent. Additionally, if a dependent reaches the maximum age for coverage (age 26) that would also be an eligible QLE. A change in job status which involves losing or gaining coverage can also be an eligible QLE.

HR must be contacted within 30 days of the date of the QLE. Employees are responsible for contacting HR and providing the appropriate documentation within 30 days, otherwise the requested change must wait until Open Enrollment.

Group Medical Insurance – Hardin-Simmons University has a self-insured medical insurance program administered through Blue Cross Blue Shield (BCBS).

HSU employees who are Full Time (working at least 30 hours per week) have 3 options for medical insurance. All three plans are part of the Blue Cross Blue Shield (Blue Choice) network. If elected, coverage under this plan begins the first day of the following month after date of hire. (1) **High Deductible Health Plan** (no first dollar coverage/pay out of pocket until deductible is met). (2) **Base PPO Plan** (\$5,000 employee deductible, then 20% co-insurance until maximum out of pocket is met). (3) **Buy-Up PPO Plan** (\$2,000 employee deductible, then 20% co-insurance until maximum out of pocket is met). *See below the family deductibles for each plan as well as the out-of-pocket maximums for employee/family.

BCBS High Deductible Health Plan (H.D.H.P.) – Health Savings Account

H.D.H.P	WELLNESS RATE	NON-WELLNESS RATE
Employee Only	Employee Monthly Cost = \$25.00	Employee Monthly Cost = \$65.00
Employee + Children	Employee + Children Monthly Cost = \$325.00	Employee + Children Monthly Cost = \$365.00
Employee + Spouse	Employee + Spouse Monthly Cost = \$425.00	Employee + Spouse Monthly Cost = \$465.00
Employee + Family	Employee + Family Monthly Cost = \$590.00	Employee + Family Cost = \$630.00

H.D.H.P. - No first dollar coverage, pay out of pocket until deductible is met, except for preventative. All other covered expenses have a deductible of \$4,000 individual/\$8,000 family. After the deductible, benefits are paid 100% of allowable

charges (in network) except for an additional \$1,000 pharmacy deductible for employee/\$2,000 family. Employees may contribute to a Health Savings Account via payroll deduction to pay for eligible “out of pocket” medical, dental, and vision expenses.

Preventive care benefits are paid at 100%, no deductible in network.

Lab work not processed by LabCorp or Quest will be subject to deductible and coinsurance.

BCBS PPO Base Plan

PPO BASE PLAN	WELLNESS RATE	NON-WELLNESS RATE
Employee Only	Employee Monthly Cost = \$200.00	Employee Monthly Cost = \$240.00
Employee + Children	Employee + Children Monthly Cost = \$485.00	Employee + Children Monthly Cost = \$525.00
Employee + Spouse	Employee + Spouse Monthly Cost = \$555.00	Employee + Spouse Monthly Cost = \$595.00
Employee + Family	Employee + Family Monthly Cost = \$765.00	Employee + Family Cost = \$805.00

PPO Base Plan - Primary care office visit co-pays \$40.00; Specialist office visit \$60; Prescription card co-pays \$10/\$50/\$65 for generic/brand/non-preferred (**except 4th Tier Specialty Drugs**). There is a 90-day mail order service available which provides prescriptions at reduced rates \$20/\$60/\$75.

Base PPO Deductible is \$5,000 individual/ \$10,000 per family. After deductible is met, the insurance pays 80% of allowable charges (usual/customary charges for a service) with the individual paying 20% co-insurance until “maximum out of pocket” is met.

Once an individual reaches \$6,600 or \$13,200 for family BCBS pays 100% for the rest of the calendar year.

Preventive care benefits are paid at 100%, no deductible in network.

Lab work not processed by LabCorp or Quest will be subject to deductible and coinsurance.

BCBS PPO Buy-Up Plan

PPO BUY-UP PLAN	WELLNESS RATE	NON-WELLNESS RATE
Employee Only	Employee Monthly Cost = \$315.00	Employee Monthly Cost = \$355.00
Employee + Children	Employee + Children Monthly Cost = \$600.00	Employee + Children Monthly Cost = \$640.00
Employee + Spouse	Employee + Spouse Monthly Cost = \$765.00	Employee + Spouse Monthly Cost = \$805.00
Employee + Family	Employee + Family Monthly Cost = \$890.00	Employee + Family Cost = \$930.00

PPO Buy-Up Plan - Primary care office visit co-pays \$40.00; Specialist office visit \$60; Prescription card co-pays \$10/\$50/\$65 for generic/brand/non-preferred (**except for 4th Tier Specialty Drugs**). There is a 90-day mail order service available which provides prescriptions at reduced rates \$20/\$60/\$75.

Buy-Up PPO Deductible is \$2,000 individual/ \$4,000 per family. After deductible is met, the insurance pays 80% of allowable charges (usual/customary charges for a service) with the individual paying 20% co-insurance until “maximum out of pocket” is met.

Once an individual reaches \$6,600 or \$13,200 for family, BCBS pays 100% for the rest of the calendar year.

Preventive care benefits are paid at 100%, no deductible in network.

Lab work not processed by LabCorp or Quest will be subject to deductible and coinsurance.

Out of Network Providers:

Employees may elect to use non-BCBS providers, but the costs are normally significantly higher.

BCBS Dental Insurance (Blue Care Network) – Optional

Preventive Plan		Low Plan		High Plan	
Monthly (12) Premium Payment		Monthly (12) Premium Payment		Monthly (12) Premium Payment	
Employee	\$23.27	Employee	\$44.33	Employee	\$52.10
Employee + Spouse	\$47.33	Employee + Spouse	\$90.22	Employee + Spouse	\$105.95
Employee + Child(ren)	\$59.47	Employee + Child(ren)	\$109.10	Employee + Child(ren)	\$133.25
Employee + Family	\$90.29	Employee + Family	\$166.99	Employee + Family	\$202.18

BCBS Vision Insurance (EyeMed Network) – Optional

Monthly (12 Months Premium Payment)	
Employee	\$6.79
Employee + Spouse	\$12.90
Employee + Child(ren)	\$13.58
Employee + Family	\$19.96

Flex Plan/Cafeteria Plan (Section 125 Plan) – Optional

This plan enables HSU employees to designate money (tax-free/social security free) for certain medical/childcare expenses and certain medically related insurance premiums. Employees may register and request a debit card to be used to pay for their eligible flexible spending account purchases. These pre-tax dollars must be used at the end of the year except for \$680 which is allowed to be rolled over to the next year, otherwise it is “use it or lose it”.

A **Limited Flexible Spending Account** is available to those who elect the High Deductible Health Plan (H.D.H.P.) but is limited to dental & vision only. A limited amount of \$680 may be rolled over, otherwise it is “use it or lose it”.

A **Health Savings Account** is available for those on the High Deductible Health Plan (H.D.H.P.) to designate money (tax-free) via payroll deduction for qualified medical, dental, and vision expenses. This money does roll over year to year and can be spent on yourself or your dependents for eligible expenses even if you are no longer employed at the University.

Term Life Insurance (BCBS) - Paid by HSU

In an amount equal to an employee's annual pay. The term life insurance coverage also includes Accidental Death and Dismemberment coverage. If pay increases, the amount of insurance increases. For employees over 70 the life insurance is 65% of Salary and Employees over 75 the life insurance is 50% of Salary.

Guaranteed Issue Term Life Insurance (BCBS) - Optional

HSU offers optional guaranteed issue (no medical questions) group term life insurance to new employees. Employees may purchase up to \$100,000 of term life insurance without evidence of insurability during the first 30 days of employment. Higher coverage is available by showing insurability. Coverage is also available for spouse/eligible children. After the initial 30-day period, medical underwriting is required for new enrollment. Employees participating in the group term life insurance program may upgrade to the \$100,000 maximum during open enrollment.

Long Term Disability Insurance (BCBS) - Paid by HSU

After a 90-day waiting period from the date a doctor certifies disability, a disabled employee receives an amount equal to 60% of their monthly pay. The benefits of this plan are reduced if the employee receives Social Security and/or any other benefits, i.e., workers compensation.

Short Term Disability Insurance (BCBS) - Paid by HSU

After a 14-day waiting period from the date a doctor certifies disability, a disabled employee receives an amount equal to 66.6% of their weekly pay for “up to 11 weeks” per medical certification. The benefits of this plan are reduced if the employee receives Social Security and/or any other benefits, i.e., workers compensation.

Other Optional Group Coverages available for purchase during Annual Open Enrollment:

RenSecureHealth Supplemental Medical -- Value Plan (Accident, Hospital, Critical Illness)

Retirement Plans IRS Code 403(b)

Hardin-Simmons University offers eligible employees the option to contribute to a 403(b) retirement plan. The Hardin-Simmons University Board of Trustees voted that effective October 1, 2024, eligible employees will also receive a dollar-for-dollar match on a personal contribution up to 4% of salary. Employees may also make tax deferred contributions to their plan and/or contribute to a Roth 403(b) (within legal IRS limitations). Early withdrawals (i.e., resignation) are subject to penalties and taxes, however there are loan provisions. A 457(b) plan is available to employees who want to tax-shelter additional money above the regular 403(b) legal limits. Employees must submit an enrollment form to HR in order to contribute to a retirement plan and to receive the employer contribution. Employees are immediately 100% vested.

Taking advantage of this new strategy in our retirement plan could have a tremendous impact on your retirement account. Part-time employees who are eligible to participate in the plan may contribute on their own, however Hardin-Simmons does not provide matching funds.

Tuition Benefit (Institutional Family Grant)

Full-Time employees/eligible immediate family members (i.e., dependent children, spouse) may attend HSU by paying only 0% of the tuition and 100% of all other expenses/fees. All HSU employees & their immediate family members are eligible for this benefit upon date of hire (no waiting period for faculty or staff). Employees may take two courses per fall and spring semester, up to two courses total during the summer session, and one during the May term. An HSU Institutional Family Grant form must be submitted to the Financial Aid Office for approval. The IFG form is available on HSU Central. Employee schedules must be approved in advance by the departmental vice-president. Employees must maintain a full-time work week schedule, depending on full-time status (Full-Time 40 Hours or Full-Time 30 Hours Status), therefore must make up any work time missed to attend classes. The grant is limited to credit courses offered by HSU for which regular HSU tuition is assessed; the Doctor of Physical Therapy program, Physician Assistant program, as well as courses in international study, and intercollege courses are NOT included. The Hardin-Simmons School of Nursing's BSN program is eligible for the Institutional Family Grant tuition discount. The Doctor of Educational Leadership program is eligible for a 50% discount only. For income tax purposes concerning this benefit, consult your tax advisor and review the HSU policy on taxable graduate tuition.

Tuition Exchange Program(s)

Full Time Faculty and Staff are eligible to apply for the Tuition Exchange Program(s) listed in the Personnel Handbook. Contact the Director of Financial Aid if you have any questions about the application process, waiting list, etc.

Texas Workers Compensation

Coverage is provided to employees who experience work-related injuries. Employees must report all work-related injuries immediately to Human Resources and to their immediate supervisor and/or Vice President.

Sick Leave (Faculty and Staff)

Full-Time (40 Hours per week) faculty/staff employees earn one day (8 hours) per month; 65 days may be accumulated. *Accruals will be pro-rated for Full Time 30 Hour per week staff, per Employee Handbook. (Employees must review the Personnel Handbook regarding sick leave usage, FMLA, etc.)

Vacation Leave (Staff Only)

Full-Time (40 Hour per week) staff employees earn 6.67 hours per month (10 days annually). Leave accruals begin on the first day of the first full month of employment. *Employees must review the Personnel Handbook regarding vacation usage, rollover, etc. Accruals will be pro-rated for Full-Time 30 Hour per week staff, per Personnel Handbook.

*****If an employee is approved to take vacation prior to earning the accrual a "Negative Vacation Acknowledgement Form" must be signed by the employee & supervisor and submitted to HR/Payroll in advance.**

Holidays (Staff follow the University holiday calendar, therefore the days listed below are when the campus is closed.)

- January – Martin Luther King Jr.
- March – Spring Break (2 days)
- March/April – Good Friday
- May – Memorial Day
- June -- Juneteenth Holiday
- July – Independence Day/4th of July
- September – Labor Day
- October – Fall Break (one Friday in mid-late October, date to be determined annually)
- November -- Thanksgiving Holiday (3 days)
- December -- Christmas holidays (dates to be determined annually by Admin Council).

(Faculty employees follow the academic calendar each semester.)

Bereavement Leave

Up to **3 days** of Bereavement Leave may be approved in the event of the death of an immediate family member. Up to **10 days** of Bereavement Leave may be approved in the event of the death of an employee's spouse or child. Vacation must be used for any additional bereavement leave taken. Documentation must be submitted to HR.

Employees must review the Personnel Handbook regarding Bereavement Leave usage.

Other Leave – Employees must review the Personnel Handbook regarding other leave types (Jury Duty, etc.)

Family Medical Leave (FMLA)

Employees must review the Personnel Handbook regarding FMLA eligibility. Contact HR if you have any questions.

Under the Family and Medical Leave Act (FMLA), employees may take “unpaid” protected leave under certain circumstances. To be eligible for FMLA leave, an employee must have worked for at least 12 months and must have worked at least 1,250 hours (25 hours per week average) during the 12 months prior to the leave.

Faculty and Staff Employees are required to use accrued sick (and vacation time) concurrently with FMLA leave.

Certification from a physician or other healthcare provider is required to support a request for leave because of a serious health condition. Employees may not perform work while on FMLA. A release to return to work is required before an employee suffering from a serious medical condition is permitted to return to work.

Basic Leave: Eligible employees are entitled to take up to 12 weeks of unpaid leave in a 12-month period for the birth or adoption of a child or to care for oneself or an eligible family member suffering from a serious health condition.

Military Family Leave: Eligible employees with a family member on a covered active duty are entitled to take up to 12 weeks of unpaid leave in a 12-month period for qualifying exigencies arising from active-duty service.

The relevant 12-month period will be a “rolling” back period that is calculated by going back 12 months from the date a requested leave is to begin.

All employee benefits that operate on an accrual basis, such as sick and vacation days will cease to accrue during FMLA leave. All group benefits such as major medical and hospitalization will continue during FMLA provided that the employee's contributions/premiums continue to be paid during FMLA leave. Other benefit plans such as retirement, life insurance, long term disability, etc. will be governed in accordance with the terms of each benefit plan.

FMLA must be requested as far in advance as possible. A minimum of 30 days prior to taking leave is required, except for emergency situations. Employees may obtain certification forms and more information from HR.

Aside from pre-existing limited activities permitted under the University's Outside Employment policy, employees are prohibited from working while on leave.

Employees will not accrue sick (or vacation) leave when on unpaid status for a continuous 30 days or greater.

FMLA (and LOA) must be approved by HR.

Business Casual Dress Code

Per the Personnel Handbook, the University offers a Business Casual dress code throughout the year. The image portrayed should be one of professionalism, regardless of work area. Specifically, employees should be neat, clean, and dress in good taste as a representative of the University. Good grooming and appropriate dress reflect employee pride, inspire confidence, and contribute to the corporate culture and reputation. Employees must review Personnel Handbook.

*Supervisors cannot override University Policy regarding dress code and/or any other policy without approval.

Direct Deposit

Direct deposit is required for all employee paychecks.

Pay Stubs/Pay Advices are available on-line via Self-Service.

Admission to Campus Events

University employees receive free or discounted admission to many campus activities throughout the year. For example, passes are provided for regular season football, men's basketball, women's basketball, baseball, men's soccer, women's soccer, volleyball, softball, music & theatre performances, art exhibits, etc.

Bookstore Discounts

Faculty and staff receive a 10% discount on items purchased at the HSU Bookstore.

Smoke Free Environment

HSU offers a smoke-free environment for faculty, staff, and students.

HSU Benefits Committee on Physical and Financial Health

The University appoints a Benefits Committee on Physical and Financial Health each year to review employee benefits. Recommendations to improve our fringe benefits may be sent to the committee members and/or Director of HR. Benefits may also be changed based on the determinations of the Administrative Council.

Physical Therapy

The Hardin-Simmons University Physical Therapy department provides a physical therapy clinic to faculty, staff, and their families in need of physical therapy services. The clinic is held most Fridays every semester from 10:30 am – 12:30 pm. The fee is only \$20 per visit and after the initial evaluation, a doctor's referral is required.

Resort at Lake Travis - \$110 per night (based on availability)

University employees have access to condos at Lake Travis, Texas through a rental arrangement with Vacation Resorts International. Additionally, employees have access to other facilities in the United States and in some overseas locations at reduced rates. Various reservation restrictions apply as availability is sometimes limited at this location.

Resort at Possum Kingdom Lake - \$110 per night (based on availability) University employees have access to Condos at The Cliffs Resort, located on Possum Kingdom Lake, at reduced rates. Various reservation restrictions apply as availability is sometimes limited at this location.

Note: There is also an internal exchange program with The Cliffs Resort at Possum Kingdom Lake. There is an additional \$50 (per night) exchange fee to reserve either: **White Bluff Resort, Lake Whitney or Eagle Rock Resort, Hazelton, PA.**

Employees must review the Personnel Handbook for more details regarding company policies & procedures.

The Personnel Handbook is located on HSU Central.

Contact HR if you have questions.

Human Resources Department (325) 670-1259

Tera Gibson, Director of Human Resources

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