The University of Texas at San Antonio (UTSA) offers an excellent employee benefits program. These benefits are a valuable part of the total compensation package provided to our employees.

This bulletin summarizes the various benefits available to eligible employees. For a more complete explanation of the benefits package, refer to our website at [http://www.utsa.edu/hr/Benefits/](http://www.utsa.edu/hr/Benefits/).

- Medical
- Pharmacy
- Wellness
- Dental
- Vision
- Term Life Insurance
- Accidental Death & Dismemberment
- Disability Options
- Flexible Spending Accounts
- Retirement
- Voluntary Retirement Accounts
- Vacation / Sick Leave Accruals
- Paid Holidays
- Workers’ Comp Insurance
- Employee Educational Benefit
- Employee Assistance Program
- Employee Discount Program
- Campus Recreation Facilities
- Campus Library Services
- Aramark Faculty/Staff Meal Plan
Benefits in Brief

Medical
UT SELECT, a self-funded medical PPO plan, administered by Blue Cross and Blue Shield of Texas.
http://www.utsystem.edu/offices/employee-benefits/ut-select-medical-plan-active-employee

Pharmacy
Administered by Express Scripts and allows you to utilize both the retail pharmacies and the mail order pharmacy.
http://www.utsystem.edu/offices/employee-benefits/prescription-drug-plan-active-employee

Wellness
UT SELECT members receive great resources with the Living Well Health & Wellness Program.
http://www.utsystem.edu/offices/employee-benefits/living-well

Dental
Choose between two UT SELECT Dental, self-funded dental plan administered by Delta Dental, and a fully insured dental HMO plan administered by DeltaCare USA.
http://www.utsystem.edu/offices/employee-benefits/dental-active-employee

Vision
Superior Vision offers eye exams and eyewear.
http://www.utsystem.edu/offices/employee-benefits/vision-active-employee

Term Life Insurance
Dearborn National offers benefits for you and your dependents following a death.
http://www.utsystem.edu/offices/employee-benefits/life-insurance

Accidental Death
Dearborn National offers benefits for you and your dependents following an accidental death or certain bodily injuries, which occur as a result of a covered accident.
http://www.utsystem.edu/offices/employee-benefits/add

Disability Options - Short/Long Term
This coverage provides short term income protection equal to 60% of your covered salary if you become disabled due to illness or a non-occupational injury. Short Term / Long Term:
http://www.utsystem.edu/offices/employee-benefits/disability-insurance-active-employee

Flexible Spending Accounts
You can set up tax-exempt spending accounts to reimburse yourself for eligible medical and day care expenses.
http://www.utsystem.edu/offices/employee-benefits/ut-flex-active-employee

Retirement Programs
Our principal retirement plan is the Teacher Retirement System of Texas (TRS). Some employees may be eligible to elect the Optional Retirement Plan (ORP) in lieu of TRS based on their appointment to certain job titles.
http://www.utsystem.edu/offices/employee-benefits/ut-retirement-program

Voluntary Retirement Accounts
There are two voluntary retirement plans that you can participate in at UTSA. Both the UT Saver Tax Sheltered Annuity program (403b) and the UT Saver Deferred Compensation plan (457b) allow you to set aside a portion of your salary on a “tax deferred” basis by purchasing fixed or variable annuity products or mutual funds from an authorized financial institution. A Roth after-tax option also available.
http://www.utsystem.edu/offices/employee-benefits/voluntary-retirement-accounts

Vacation / Sick Leave Accruals
As a state agency, UTSA provides paid vacation, sick leave.
http://www.utsa.edu/hr/Leave/index.html

Paid Holidays
A list of observed holidays available at:
http://www.utsa.edu/hr/leave/UTSAHolidays.html

Workers’ Compensation Insurance
http://www.utsa.edu/hr/Leave/leaveworkerscomp.html

Employee Educational Benefit—EEB
http://www.utsa.edu/hr/EEB/

Employee Assistance Program—EAP
http://www.utsa.edu/hr/EmployeeRelations/eapinfo.html

Employee Discount Program—EDP
http://www.utsa.edu/hr/epd/

Campus Recreation
http://campusrec.utsa.edu

Campus Library Services
http://lib.utsa.edu/Services/

Aramark Faculty/Staff Meal Plan
http://www.campusdish.com/en-US/CSWW/UTSA/MealPlans/FacultyStaffPlans.htm

Please Note:
These coverage options are available for fiscal year 2016 (September 2016 - August 2017) and are subject to change in subsequent plan years.

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