

The University of Texas at San Antonio
Department of Human Resources



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/>.

- ✓ **Medical**
- ✓ **Pharmacy**
- ✓ **Dental**
- ✓ **Vision**
- ✓ **Term Life Insurance**
- ✓ **Retirement**
- ✓ **Voluntary Retirement Accounts**
- ✓ **Accidental Death**
- ✓ **Disability Options**
- ✓ **Long Term Care**
- ✓ **Vacation and Sick Leave Accruals**
- ✓ **Flexible Spending Accounts**
- ✓ **Paid Holidays**
- ✓ **Workers' Compensation Insurance**
- ✓ **Employee Educational Benefit**
- ✓ **Career Incentive Pay**
- ✓ **Employee Assistance Program**
- ✓ **Recreational Facilities**
- ✓ **Campus Library Services**
- ✓ **Employee Discount Program**

Benefits in Brief

You are eligible to enroll in our benefits plans if you work at least 20 hours a week with an appointment time of at least 4 1/2 months.

✓ **Medical**

PPO plan administered by Blue Cross/Blue Shield. Medical benefit includes a pharmacy benefit plan. <http://www.utsystem.edu/benefits/medical/homepage.htm>

✓ **Pharmacy**

Your UT SELECT prescription program allows you to utilize both the retail pharmacies and the mail order pharmacy. <http://www.utsystem.edu/benefits/medical/pharmacy.htm>

✓ **Dental**

You can choose UT Dental Select (a Delta self-funded dental plan) or a fully-insured dental HMO administered by Assurant Employee Benefits. <http://www.utsystem.edu/benefits/dental/homepage.htm>

✓ **Vision**

This plan covers eye exams and eyewear. <http://www.utsystem.edu/benefits/vision/homepage.htm>

✓ **Term Life Insurance**

You can add coverage up to six times your annual salary. <http://www.utsystem.edu/benefits/life/homepage.htm>

✓ **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/benefits/retirement/>

✓ **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 (457) 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. <http://www.utsystem.edu/benefits/retirement/voluntaryretirement.htm>

✓ **Accidental Death**

You can add coverage for yourself and for your dependents. You can choose a coverage amount of up to ten times your annual salary in multiples of \$10,000. <http://www.utsystem.edu/benefits/add/homepage.htm>

✓ **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: <http://www.utsystem.edu/benefits/std/>
Long Term: <http://www.utsystem.edu/benefits/ltd/>

✓ **Long Term Care**

This insurance provides coverage for necessary services once individuals become incapable of caring for themselves. <http://www.utsystem.edu/benefits/ltc/homepage.htm>

✓ **Vacation / Sick Leave Accruals**

As a state agency, UTSA provides paid vacation, sick leave, and paid holidays. <http://www.utsa.edu/hr/benefits/Leave/index.cfm>

✓ **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/benefits/flex/homepage.htm>

✓ **Paid Holidays**

<http://www.utsa.edu/hr/benefits/leave/UTSAHolidays.cfm>

✓ **Workers' Compensation Insurance**

<http://www.utsa.edu/hr/benefits/Leave/leaveworkerscomp.cfm>

✓ **Employee Educational Benefit**

<http://www.utsa.edu/sc/msc/employeebene.cfm>

✓ **Career Incentive Pay (Longevity)**

<http://www.utsystem.edu/policy/policies/int141.html>

✓ **Hazardous Duty Pay**

<http://www.utsystem.edu/policy/policies/int139.html>

✓ **Employee Assistance Program**

<http://www.utsa.edu/hr/EmployeeRelations/eapinfo.cfm>

✓ **Wellness & Recreation Facilities**

<http://www.utsa.edu/recreation/>

✓ **Campus Library Services**

<http://lib.utsa.edu/Services/>

✓ **Employee Discount Program**

<http://www.utsa.edu/hr/edp/>

Please Note:

These coverage options are available for fiscal year 2009 - 2010 (September 2009 - August 2010) and are subject to change in subsequent plan years.

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