

The University of Texas at San Antonio

## Human Resources Management & Development

### For Graduate Students



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://utsa.edu/hr/AcademicInsurance/>

- ✓ Medical
- ✓ Pharmacy
- ✓ Wellness
- ✓ Dental
- ✓ Vision
- ✓ Term Life Insurance
- ✓ Accidental Death & Dismemberment
- ✓ Disability Options
- ✓ Flexible Spending Accounts
- ✓ Voluntary Retirement
- ✓ Paid Holidays
- ✓ Workers' Comp Insurance
- ✓ Employee Assistance Program

**UTSA Employee Benefits Office**

**One UTSA Circle**

**San Antonio TX 78249-0610**

**(210) 458-4250**

**<http://www.utsa.edu/hr/Benefits/>**

# Benefits in Brief for Graduate Students

Active Employees are eligible to enroll in our benefit plans IF you are at least 20 hours per week AND with an appointment time of at least 4 ½ months.

## ✓ **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>

## ✓ **Affordable Care Act**

The Patient Protection and Affordable Care Act (ACA) is a set of health insurance reforms. Effective January 1, 2015 UTSA is **required** to offer medical insurance benefits to any employee averaging 30 work hours or more per week for 90 days, or 130 hours per month for 90 days, or 1,560 hours for the twelve month lookback period.

## ✓ **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 plans administered by Delta Dental, or 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.

<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>

## ✓ **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.

<http://www.utsystem.edu/offices/employee-benefits/voluntary-retirement-programs>

## ✓ **Paid Holidays**

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

## ✓ **Workers' Compensation Insurance**

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

## ✓ **Employee Assistance Program**

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

### **Please Note:**

These coverage options are available for fiscal year 2020 (September 2019 - August 2020) and are subject to change in subsequent plan years.

**Human Resources  
Management & Development**

*Your Partner for Successful Solutions*

