

The University of Texas at San Antonio
**Human Resources
Management & Development**



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/>.

Benefits in Brief

- ✓ **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**
- ✓ **The Texas Tuition Promise Fund**

UTSA Employee Benefits Office
One UTSA Circle
San Antonio TX 78249-0610
(210) 458-4250

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 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-programs>
- ✓ **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/edp/>
- ✓ **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/CSSW/UTSA/MeanPlans/FacultyStaffPlans.htm>
- ✓ **The Texas Tuition Promise Fund**
The Texas Tuition Promise Fund is designed to help families and individuals prepay for all or some future tuition and required fees at most two- or four-year Texas public college or university (excluding medical and dental schools, health science centers and other health-related institutions).
<https://www.texastuitionpromisefund.com/how-it-works/>

Please Note:

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