The University of Texas Health Science Center
Benefits Overview for Faculty
FY 2022 – 2023

Time Off

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<tbody>
<tr>
<td>Paid Holiday</td>
<td>15 days (varies)</td>
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<tr>
<td>Sick Leave</td>
<td>Accrue 8 hours per month</td>
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<tr>
<td>Vacation</td>
<td>New employees accrue 8 hours per month, eligible to use after 6 months – accrual rates increase with tenure</td>
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<tr>
<td>Preventative Health</td>
<td>8 hours for full-time and prorated for part-time regular employees, eligible to use after 6 months</td>
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Health Benefits

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<td>Premium Sharing</td>
<td>State contribution (determined by State Legislature) that can be applied toward the cost of health insurance. Amount depends on the level of dependent medical coverage and percentage of appointment.</td>
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<td>Tobacco Premium Program</td>
<td>This program is an out-of-pocket premium of $30 per month per person for UT Select members who use tobacco products. Applies to any tobacco user 16 and over. There are various programs to assist with tobacco cessation included our benefit plan.</td>
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| Medical Insurance | Medical coverage is self-insured through UT Systems. UT Select (PPO) is administered by Blue Cross Blue Shield of Texas. Coverage is effective the 1st of the month following date of hire. *Annual deductible* - $600 per person or $1800 per family  
*Medical Coinsurance Max* - $3,500 per person or $6,450 per family  
*Out-of-pocket Max* - $8,550 per person or $17,100 per family (Includes medical, prescription drugs, and copays).  
Out of network and out of area services are available please visit [www.bcbstx.com/ut](http://www.bcbstx.com/ut) for additional information or call their Customer Service line at 1-866-882-2034.  
**PCP - Office Visit Copay** - $30 / $50 Specialist  
**UT Tier Network Copay** - $20 / $40 UT Health Specialist  
**MD Live Copay** - $0  
**Fertility Benefit** - 2 Smart Cycles Covered lifetime  

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| Prescriptions     | Administered by Express Scripts, employees are enrolled when medical coverage is selected. [www.express-scripts.com/ut](http://www.express-scripts.com/ut) 1-800-818-0155  
*Annual Deductible* - $200 per person  
**Retail Copay** - $10 generic/$35 preferred/$60 non-preferred  
**Mail Order Copay** - $20 generic/$87.50 preferred/$150 non-preferred |
Dental

Please visit www.deltadentalins.com/universityoftexas for additional information. Delta Dental Tel # 1-800-893-3582

**UT Select Delta Dental – PPO**
- $25 Deductible
- Maximum Annual Benefit - $1,250
- Basic services paid at 80%
- Orthodontic Lifetime Maximum - $1,250

**Dental Plus Plan - PPO**
- $0 deductible
- Maximum Annual Benefit - $3,000
- Basic services paid at 100%
- Orthodontic Lifetime Maximum - $3000

**Delta Care – DHMO**
- Annual Deductible – None
- Maximum Annual Benefit – Unlimited
- Diagnostic and Preventative coverage varies
- Restricted to DeltaCare Preferred Family Dentists except in emergencies

Vision

Please visit www.superiorvision.com/ut for additional information. Superior Vision Tel # 1-800-507-3800

**Superior Vision**
- Copay/Exam - $35  Contact Fitting $35
- Frames covered in full up to $140
- Standard Lenses covered in full

**Superior Vision Plus**
- Copay/Exam - $35  Contact Fitting $35
- Frames covered in full up to $165
- Polycarbonates, scratch and ultraviolet coat covered in full

Flexible Spending Account

A pre-tax benefit account that is used to pay for future health care expenses and/or reimbursable dependent care services. “use it or lose it” Administered by Maestro Health. www.myutflex.com 1-844-UTS-FLEX (887-3539)
- HealthCare - Plan Year Maximum Election $2,850
- Dependent Day Care - Plan year Maximum Election $5,000

Life Insurance

Employees are enrolled in a free $40,000 life policy when enrolled in the UT medical plan. Supplemental life coverage is also available and administered by Dearborn National. www.dearbornnational.com/ut 1-866-628-2606

**Voluntary Life Coverage** - Available from 1–10x annual salary not to exceed $2M. (Evidence of Insurability/EOI is required when new employees enroll in 4-10x annual earnings)

**Voluntary Dependent Life Coverage** –
- Spouse & Children coverage - $10,000 each
- $25,000 & $50,000 Spouse Coverage (will require EOI)

Life/Disability Options
Employees are enrolled in a free $40,000 AD&D policy when enrolled in the UT medical plan. Supplemental AD&D coverage is available and administered by Dearborn National. [www.dearbornnational.com/ut](http://www.dearbornnational.com/ut) 1-866-628-2606

**Voluntary AD&D Coverage** - Available from 1 – 10x annual salary not to exceed $2M.

**Voluntary Dependent AD&D Coverage** –
Spouse coverage up to 50% of employee coverage.
Dependent coverage - $10,000 each

**Short Term Disability**
Provides 60% of weekly salary- maximum of 22 weeks, cap of $850/week following 7-day elimination period [www.dearbornnational.com/ut](http://www.dearbornnational.com/ut) 1-866-628-2606

**Long Term Disability**
Provides 60% of salary following 90-day or 180-day elimination period Available with or without COLA/ Cost of Living Adjustment. [www.standard.com](http://www.standard.com) 1-800-628-8600

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**Retirement Programs**

**Mandatory Retirement Plans**

**Teachers Retirement System (TRS)** – [www.trs.state.tx.us](http://www.trs.state.tx.us)
Eligible employees are automatically enrolled from date of hire. Deferred tax employee contribution – 8.0%
Employer state match contribution – 7.75%
Vested after 5 years of service.

**Optional Retirement Program (ORP)** – see ORP vs TRS Overview
Available to specific titles only.
Deferred tax employee contribution – 6.65%
Employer state match contribution - 8.5%
Vested after 1 year and 1 day of service.
Salary cap is adjusted annually based on IRS guidelines.

**Voluntary Retirement Plans**

**403 (b) – Tax Sheltered Annuity**
Employees may contribute up to a maximum amount established each year by the IRS. Traditional (before tax) and Roth (after tax) options are available.

**457 (b) – Deferred Compensation**
Employees may contribute up to a maximum amount established each year by the IRS.