The University of Texas at San Antonio 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
- Flexible Spending Accounts
- Long Term Care
- Voluntary Retirement
- Paid Holidays
- Workers’ Comp Insurance
- Employee Assistance Program

UTSA Benefits Office
One UTSA Circle
San Antonio TX 78249-0610
(210) 458-4250
[http://www.utsa.edu/hr/Benefits/](http://www.utsa.edu/hr/Benefits/)
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

✓ 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/

✓ 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

✓ 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

✓ Wellness
UT SELECT members receive great resources with the Living Well Health & Wellness Program powered by WebMD
http://www.livingwell.utsystem.edu/

✓ 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

✓ 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

✓ 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

✓ 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

✓ 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

✓ Paid Holidays
http://www.utsa.edu/hr/leave/UTSAHolidays.html

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

✓ Workers’ Compensation Insurance
http://www.utsa.edu/hr/benefits/Leave/leaveworkerscomp.cfm

Please Note:
These coverage options are available for fiscal year 2012-2013 (September 2012 - August 2013) and are subject to change in subsequent plan years.

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