

# Benefits Overview

UT Health San Antonio offers an excellent benefits package for its employees. Employees who work at least 20 hours a week, with an appointment time of at least 4.5 months, are eligible for benefits.

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## Medical

UT SELECT Medical insurance is offered free for employees and administered by Blue Cross and Blue Shield of Texas. Family members can be added to the plan through payroll deduction. Employees and their dependents can also receive discounted copays and coinsurance when using [UT Health Physicians](#), a network of 800 premier physicians including more than 100 specialists.

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## Dental

Three dental insurance plan options are available for employees and their families through Delta Dental Insurance Company, two PPOs and one dental HMO plan. Both PPO plans allow employees to choose any licensed dentist.

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## Vision

Fully insured Vision Care benefits are offered by Superior Vision Services. Two vision plan options offer either standard or enhanced vision benefits.

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## Life

Employees receive \$40,000 of group term life insurance and \$40,000 of basic accidental death and dismemberment insurance for free, with options to purchase additional employee and dependent coverage for both at group rates.

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## Retirement

Employees are eligible for either the Teacher Retirement System (TRS) or the Optional Retirement Plan (ORP). TRS is a defined benefit retirement plan which UT Health matches employee contributions. ORP is for eligible faculty and staff employees. Voluntary retirement programs are also available to invest before- or after-tax dollars with the choice of five quality retirement plan providers.

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## Time Off

A generous leave program offers multiple paid leave options for our employees.

- **Front-loaded Paid Time Off:** 128 to 208 hours (16 to 26 days) of Paid Time Off based on years of service, given at the start of each fiscal year
- **Extended Illness Bank:** 8 hours (1 day) accrued per month which can be used for illness or injury after one day of Paid Time Off is taken
- **Paid Family Leave:** Up to 240 hours (6 weeks) to care for a spouse, child or parent
- **Holidays:** 12 set paid holidays each year plus three floating holidays, which can be used anytime during the fiscal year

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## FSA's

Employees can enroll in flexible spending accounts (FSA's) to set aside money from earnings before taxes for qualifying dependent day care expenses or out-of-pocket health care expenses.

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## Discounts

Employees enjoy a range of discounts on services, tickets and gym membership.

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