

UT Health San Antonio offers an excellent benefits package for its employees.*

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.

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.

Vision

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

Life

Employees receive \$40,000 of group term life insurance for free, with options to purchase additional employee and dependent coverage at group rates. An additional \$40,000 of basic accidental death and dismemberment insurance is provided free for benefits-eligible employees.

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 of 7.7%. The Optional Retirement Plan is for eligible staff employees and is matched by 7.5%. A Voluntary Retirement program is also available to invest before- or after-tax dollars with the choice of five quality Retirement Plan providers.

Time off

Full-time employees earn eight or more hours of paid vacation per month based on how long they have worked for the state. Employees also earn eight hours of sick leave per month and three floating holidays per year.

FSAs and HCRA

Employees can enroll in a flexible spending account (FSA) and Health Care Reimbursement Account (HCRA) to set aside money from earnings before taxes for qualifying dependent day care expenses or out-of-pocket health care expenses.

***Benefits Eligibility:** Employees who work at least 20 hours a week, with an appointment time of at least 4.5 months.