Extraordinary Programs designed to keep you healthy

Every day, top health care professionals across Texas come together at UT Southwestern Medical Center to deliver a truly extraordinary standard of comprehensive care. As a state institution, we’re proud to match this standard of excellence with an extraordinarily rich benefits package that reflects our commitment to you.

The health and well-being of our faculty and staff are a top priority. UT Southwestern provides a competitive and comprehensive benefits package, including health insurance, retirement benefits and wellness programs, as well as many other services for employees. The benefits are available to all full-time, part-time, temporary and student employees.

Details about these self-funded comprehensive medical plans, which include prescription services, can be viewed at utsystem.edu/offices/employee-benefits.
Details about these self-funded comprehensive medical plans, which include prescription services, can be viewed at utsystem.edu/offices/employee-benefits.
Details about these services can be viewed at utsystem.edu/offices/employee-benefits.

**DENTAL PLANS**

**UT SELECT DENTAL**

- **Preventative Services**
  - 100% of allowed amount
- **UT SELECT DENTAL PLUS**
  - 100% of allowed amount

**DeltaCare USA DENTAL HMO**

- **Selection restricted by residence address**
- **Primary care dentist selection required**
- **No claim forms**
- **No deductible**
- **Variable co-payments**
- **No Annual Maximum Benefit**
- **Services are not available outside of Texas**

**VISION PLANS**

**SUPERIOR VISION**

- **Provides**: Routine eye exam with glasses or contacts annually
- **Discounts are available for other services**

**SUPERIOR VISION PLUS**

- **Provides**: Same benefits as the Basic vision plan
  - + Benefits for
    - Progressive lenses
    - Polycarbonate lenses up to age 25
    - Factory scratch coating
    - Ultraviolet coating
Living Well

HEALTH & WELLNESS PROGRAM

The UT System Living Well program enables employees, retirees, and dependents enrolled in the UT SELECT Medical or UT CONNECT plan to take charge of their health and develop their own personal wellness program by leveraging a variety of resources including:

- TOBACCO CESSATION RESOURCES
- REIMBURSEMENT FOR EXERCISE EXPENSES
- NATURALLY SLIM ONLINE WEIGHT MANAGEMENT
- CONDITION MANAGEMENT

Learn more about all of these programs at our Living Well website: www.livingwell.utsystem.edu.

EMPLOYEE ASSISTANCE PROGRAM

We understand that employees and their household members sometimes need to address problems in a confidential, professional manner. That’s why we offer an Employee Assistance Program to assist employees dealing with problems affecting them at home or at work. Whether your concern is considered minor or major, clinicians are available to assist on various topics including:

- AGING PARENTS
- ALCOHOL/DRUG ASSESSMENT
- ANXIETY
- CAREER CHANGE
- DEPRESSION
- DIVORCE/Separation
- FAMILY PROBLEMS
- FINANCIAL STRESS
- GRIEF/LOSS
- PERSONAL GROWTH
- PHYSICAL/EMOTIONAL ABUSE
- WORK-LIFE BALANCE
- WORK-RELATED PROBLEMS

Appointments may be scheduled Monday-Friday
(214) 648-5330  (800) 386-9156
EAP@utsouthwestern.edu
Visit us on the Web
http://www.utsouthwestern.edu/eap

Details about these services can be viewed at utsystem.edu/offices/employee-benefits.
**RETIREMENT PROGRAMS**

All benefits-eligible employees begin participation in the Texas Teacher Retirement System (TRS) on their first day of employment. TRS is a mandatory program.

**OPTIONAL RETIREMENT PROGRAM (ORP)**

ORP is an alternate mandatory defined contribution plan that requires irrevocable ‘opt out’ from TRS within 90 days from appointment date. Eligibility for ORP is based upon criteria established by the Texas Higher Education Coordinating Board.

**HELP PLAN FOR YOUR FUTURE**

**EMPLOYEE CONTRIBUTION**

7.7% of their annual salary toward retirement

**EMPLOYER CONTRIBUTION**

6.8% of employee’s annual salary

**FULL-TIME WORKING STATUS REQUIRED.**

<table>
<thead>
<tr>
<th>EMPLOYEE CONTRIBUTION</th>
<th>UT SOUTHWESTERN CONTRIBUTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.65%</td>
<td>8.5%</td>
</tr>
</tbody>
</table>

**VOLUNTARY PROGRAMS**

**UT Saver Tax Sheltered Annuity (TSA)**

Pre-tax and post-tax investment program. Choose from five retirement providers to invest your contributions.

**UT Saver Deferred Compensation Plan (DCP)**

Pre-tax investment program. Choose from five retirement providers to invest your contributions.

**SERVICES DESIGNED TO PROVIDE CRITICAL COVERAGE**

Disability, Life Insurance and Accidental Death and Dismemberment

**EMPLOYEE-PAID PROGRAMS THAT PROVIDE INCOME PROTECTION**

**SHORT-TERM DISABILITY**

- Short-term illness
- Injury due to non-work related incident
- Adding a child to your family

**UT SOUTHWESTERN**

Replaces a Portion of Your Income

60% of your Regular Weekly Earnings

60% of your Monthly Earnings

**LONG-TERM DISABILITY**

- Prolonged illness
- Injury due to non-work related incident

**VOLUNTARY GROUP**

**TERM LIFE INSURANCE**

Helps ensure financial security for your family and loved ones upon your death.

**ACCIDENTAL DEATH AND DISMEMBERMENT**

Provides additional financial support for your family and loved ones.

Details about these services can be viewed at utsystem.edu/offices/employee-benefits.

UT Southwestern Medical Center
**HOLIDAYS**
There are 13 paid holidays for the current fiscal year.

**VACATION LEAVE**
New Full-time Employees
ACCRUAL RATE
8 hours of vacation leave each month.

ACCRUAL RATE INCREASES AFTER 2 YEARS!
12 vacation days total each year for typical full-time employees.

Part-time Employees
ACCRUAL RATE
Proportionate to their percent time

• Vacation leave is available after six months of state employment.
• Generous carryover provisions are available year to year.

**SICK LEAVE**
New Full-time Employees
ACCRUAL RATE
8 hours of sick leave each month.
12 sick days total each year for typical full-time employees.

Part-time Employees
ACCRUAL RATE
Proportionate to their appointment percent time

• Sick leave can be used once it is accrued.
• Generous carryover provisions are available year to year.

**OTHER BENEFITS**
★ On Site Day Care
★ Employee Wellness Program
★ Employee Discount Program
★ Employee Assistance Program
★ Meal Facilities (on premises)
★ Longevity Pay (available after 2 years)

**MILITARY & VETERAN SUCCESS CENTER**
We value our service members and are proud to provide support to ex-military personnel and Military Veterans that have recently transitioned from the Military or may be currently serving in the Military.

The program includes:
★ Talent management & career coaching
★ Transition guidance
★ Building relationships with new civilian leaders and peers
★ Information on VA Medical, Education, and Service-connected Benefits
★ Information concerning self-identifying your veteran and/or disability status
# Health Insurance, Dental Insurance, Vision Plans and Tobacco Coverage

## Monthly Premium for Medical, Dental, Vision and Tobacco

<table>
<thead>
<tr>
<th>COVERAGE LEVEL</th>
<th>Subscriber Only</th>
<th>Subscriber &amp; Spouse</th>
<th>Subscriber &amp; Child(ren)</th>
<th>Subscriber &amp; Family</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MEDICAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UT Connect Full-Time</td>
<td>$0.00</td>
<td>$231.78</td>
<td>$242.41</td>
<td>$456.44</td>
</tr>
<tr>
<td>UT Select Full-Time</td>
<td>$0.00</td>
<td>$257.53</td>
<td>$269.34</td>
<td>$507.15</td>
</tr>
<tr>
<td>Part-Time</td>
<td>$299.07</td>
<td>$713.37</td>
<td>$668.72</td>
<td>$1064.24</td>
</tr>
<tr>
<td><strong>DENTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UT Select Dental</td>
<td>$28.51</td>
<td>$54.13</td>
<td>$59.66</td>
<td>$84.83</td>
</tr>
<tr>
<td>UT Select Dental Plus</td>
<td>$59.03</td>
<td>$112.11</td>
<td>$123.70</td>
<td>$176.24</td>
</tr>
<tr>
<td>DentalCare USA Dental HMO</td>
<td>$8.80</td>
<td>$16.73</td>
<td>$18.49</td>
<td>$26.40</td>
</tr>
<tr>
<td><strong>VISION</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Superior Vision</td>
<td>$5.90</td>
<td>$9.30</td>
<td>$9.52</td>
<td>$15.10</td>
</tr>
<tr>
<td>Superior Vision Plus</td>
<td>$9.00</td>
<td>$14.08</td>
<td>$15.08</td>
<td>$21.30</td>
</tr>
<tr>
<td><strong>TOBACCO</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Premium*</td>
<td>$30.00</td>
<td>$60.00</td>
<td>$60.00</td>
<td>$90.00</td>
</tr>
</tbody>
</table>

For additional information or if you have questions, please email Benefits@UTSouthwestern.edu or call 214-648-9830.

Details about these can be viewed at [utsystem.edu/offices/employee-benefits](http://utsystem.edu/offices/employee-benefits).