

## UT Health San Antonio Long School of Medicine Faculty Members & Benefits Eligibility

1. **How is the UT BENEFITS eligibility affected when a UT faculty member has a partial appointment?** For faculty members appointed less than 100% (in total), benefits eligibility is based on the appointment percentages at UT Health San Antonio.

See the following chart:

Appointment % UT Health San Antonio	UT Benefits Eligible	UT Medical Insurance Premium Sharing
75% to 100%	Yes	100%
50% to 74%	Yes	50%
<50%	No	N/A

UT Eligible Benefits	
Medical	Yes; See chart above for premium sharing
Dental	Yes
Vision	Yes
Short Term Disability	Yes; Based on UT Health salary
Long Term Disability	Yes; Based on UT Health salary
Group Term Life Insurance	Yes; Based on UT Health salary
Accidental Death & Dismemberment	Yes; Based on UT Health salary
UT Flex - Health Care	Yes; Can contribute max of \$2,550
UT Flex - Dependent Care	Yes; Can contribute max of \$5,000
Retirement (Mandatory & Voluntary)	Yes; Based on UT Health salary
Leave Accruals	Yes; Pro-rated

I \_\_\_\_\_ (print name) am aware that my percent faculty effort is increasing / decreasing (circle) and acknowledge that my benefits may be affected by this change part-time/full-time status.

\_\_\_\_\_  
Faculty Signature

\_\_\_\_\_  
Date

- Is Group Term Life Insurance available at 3x salary without documentation of insurability or 4-10x with documentation of insurability? Life insurance is available at 3x salary without providing Evidence of Insurability (EOI). Life insurance coverage at 4x to 10x salary is subject to EOI.
- Are faculty members eligible for benefits such as Short Term Disability, Long Term Disability, Flex Health, and Flex Dependent Care? Yes, see above chart for benefits available.

**2. What about retirement benefits eligibility?**

When a faculty member's appointment is between 50% and 100%, and the faculty member meets retirement criteria with either TRS or ORP, s/he could also be eligible for retirement benefits (ie, medical, dental, etc.).

For appointments less than 50%, the faculty member is not eligible for retirement through TRS/ORP or for retirement benefits.

To qualify for retirement benefits, such as medical coverage with BCBS, the faculty member must meet the defined criteria around hire date and age plus years of service (known as the Rule of 80). If a faculty member was hired prior to 2003, they must be 55 years of age with at least 5 years of UT service OR meet the Rule of 80. If the faculty member was hired after 2003, they must be 65 years of age with at least 10 years of UT service OR meet the Rule of 80. ('Years of service' are counted as 'years' no matter what percentage appointment occurred.)