

UTD The University of Texas at Dallas

Human Resources Management



University of Texas at Dallas

Student Affairs Staff Development Session

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Terry Cartwright
Senior Training Specialist

Lydia Blackwell
Training Specialist



To contact HR

Call extension 2221

Email at www.utdallas.edu/hrm or Benefits@utdallas.edu

Agenda

- Employee Benefits
- Useful Information
- Training Opportunities



Review of Employee Benefits

- Basic Coverage
- Medical (changes)
- Dental
- Vision
- Short and Long Term Disabil
- Life and AD&D Insurance

MEDICAL CENTER

NAME _____ AGE _____
ADDRESS _____ DATE _____

Rx

SIGNATURE

LABEL
REFILL 0 1 2 3 4 5 PRN NR

Enrolling/Changing Your Coverage *(Group Benefits Handbook page 16-17)*

- Enrolling
 - New hires / newly eligible
 - 31 days to enroll in optional coverage
- Changes
 - July Annual Enrollment
 - Family Status
 - 31 days from date of event
 - i.e. marriage, divorce, birth, change of employment



Basic Coverage Package

Medical	UT Select (PPO)
Prescription	Medco Health
Life Insurance	\$20,000
AD&D	\$20,000

www.bcbstx.com/ut

*Note: Part time employees must elect basic or optional coverage with their Benefits Rep



UT Select Medical

Coverage Level	New Monthly out-of-Pocket Cost for Full-Time Employees	Change From Previous Plan Year Ending on August 31
Employees Only	\$0	No Change
Employee and Spouse	\$199.02	\$9.48 increase
Employee and Child(ren)	\$208.15	\$9.91 increase
Employee and Family	\$391.93	\$18.66 increase

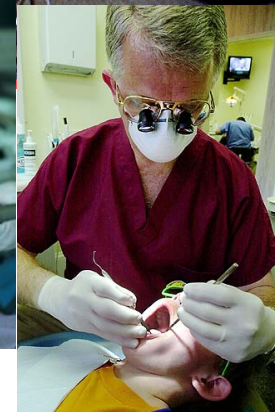
Dental Plan Choices

UT Dental Select / Delta Dental

- PPO

Assurant Employee Benefits

- DMO





Superior Vision

Covered Services	Network Benefits
Eye exam	*Covered in full after \$35 Copay
Eye Glasses	Standard Lenses Covered in full Frames Covered up to \$140
-OR-	
Contact Lenses	Covered in full (Non-elective) Up to \$125 retail (Elective)

***Note: Contact lens fitting fee covered with separate \$35 copay s**



Group Life

Member	Basic GTL	Voluntary GTL
Employee	\$20k (provided as part of the medical coverage)	**1-6 times Basic Annual Earnings up to a maximum of \$1,500,000
Spouse	N/A	**\$10k, \$25k, or \$50k Voluntary Dependent GTL
Dependent Child(ren)	N/A	\$10k Voluntary Dependent GTL

** EOI is required if employee requests 4-6 times their salary or spouse coverage is \$25k or \$50K



Accidental Death & Dismemberment

Member	Basic AD&D	Voluntary AD&D
Employee	\$20k (provided as part of the medical coverage)	Lesser of \$1 million or 10 times Basic Annual Earnings
Spouse	N/A	Lesser of \$500,000 or 50% of the employee's voluntary coverage
Dependent Child(ren)	N/A	\$10,000



Disability Benefits

	Short Term Disability	Long Term Disability
Monthly Benefit	60% of weekly salary	\$100/month Up to 60% of the monthly salary
Elimination Period	14 days or exhaust sick leave (whichever is longer)	90 days or exhaust sick leave (whichever is longer)
Maximum Period Payable	**22 weeks	See group benefits handbook

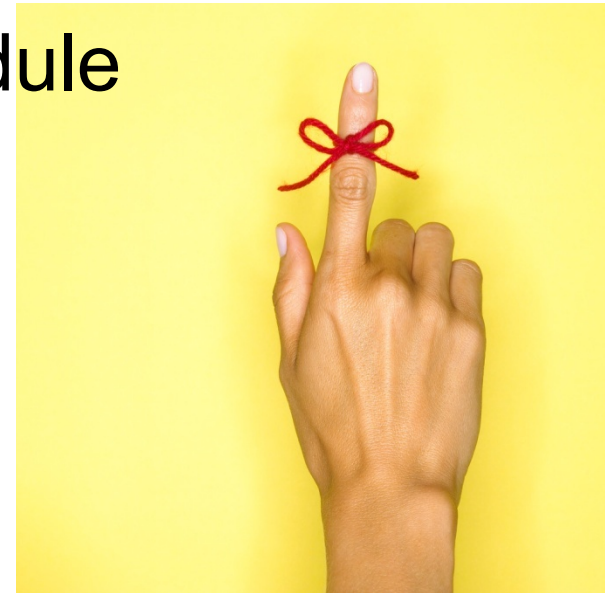
**Note: Limited benefit for pre-existing conditions



Voluntary Retirement Programs

	UT Saver Tax Sheltered Account (TSA) Traditional	UT Saver Tax Sheltered Account (TSA) Roth	UT Saver Deferred Compensation Plan (DCP)
Plan Type	403(b)	403(b)	457(b)
Deduction	Deducted pre tax	Deducted after tax	Deducted pre tax
Contribution Limit	Limit set by IRS: 2009 limit \$16,500 <i>Additional catch up contributions under special circumstances</i>		Limit set by IRS: 2009 limit \$16,500 <i>Additional catch up contributions under special circumstances</i>
Enrollment Period	Anytime		
Enroll?	UT Retirement Manager https://www.myretirementmanager.com		

- Benefits Representatives
(Richard Jordan and Robert James)
- Call extension 2221 to schedule
- The offices are in **MP 2.208**



Useful Information



Employee Assistance Program (EAP)

- Professional assessment of personal problems
- Confidential services available to employees & dependents (Benefits participation)
- Short term counseling
 - 4 free visits per incident
- Referral service
- For consultation



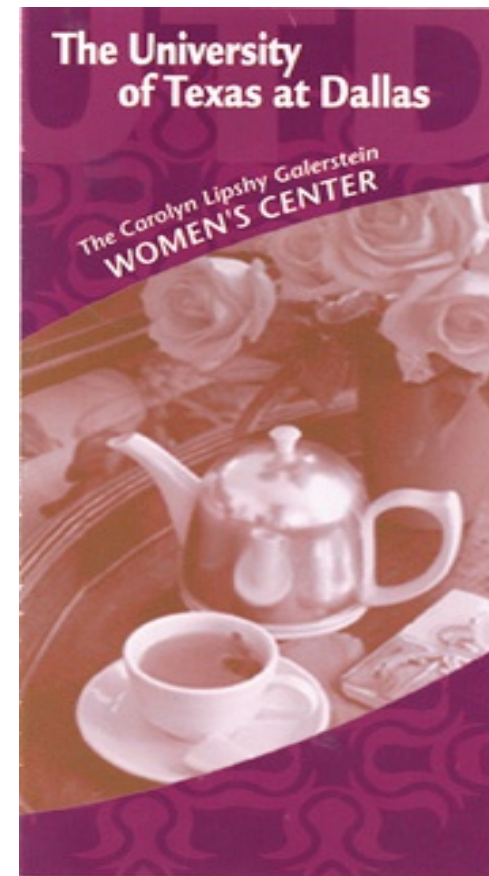
214-648-5330
or
800-386-9156

Galerstein Women's Center

- Confidential counseling
- Initiatives, Mentoring
- Monthly programs
- Multiple workstations
- Check out books & videos
- Initiatives
- Men & women are welcome

Call: 972-883-6555

<http://www.utdallas.edu/womenscenter/>



The Galerstein Women's Center

LEEP (LGBT
Education,
Engagement &
Programming)



the women's
center

SAWS (Support and
Advancement of
Women in STEM)
*Access, Retention,
Educational Excellence*

Child Care Initiative
*Access, Retention,
Institutional
Receptivity*

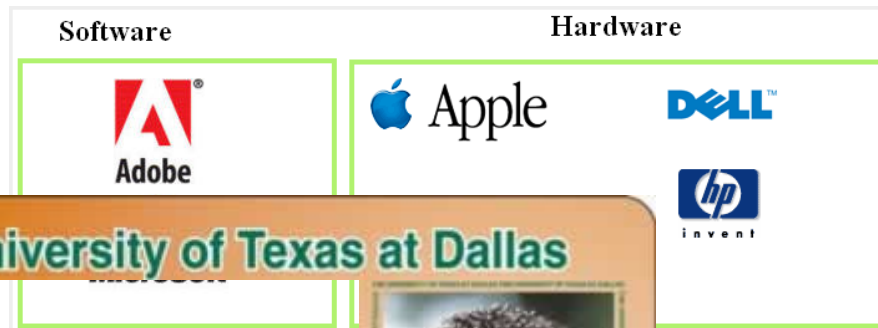
**Gender Education,
Support and
Awareness (GESA)**
*Retention/Institutional
Receptivity*

Discounts? *Where? What?*

At the **UTD Bookstore** -- 10-15% discount on books, supplies, clothing

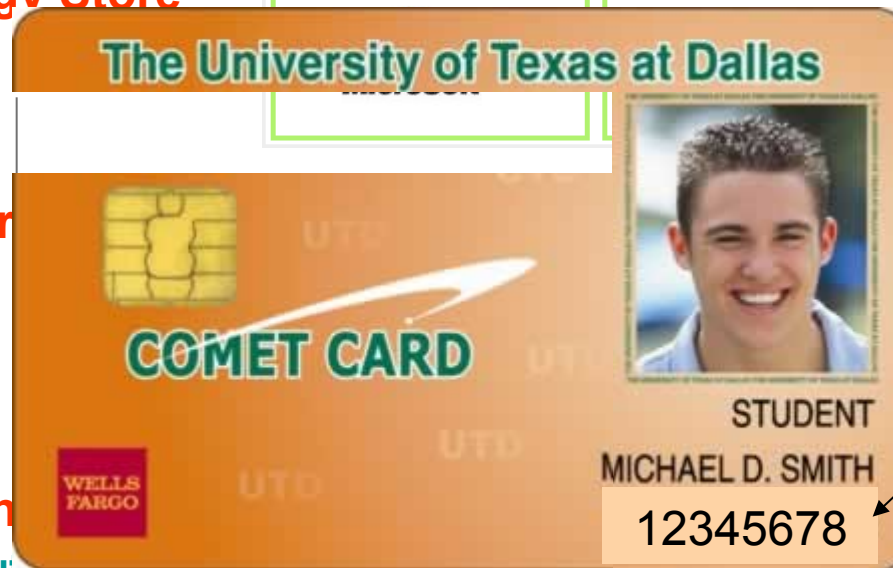
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At the **Technology Store** --



At **Comet Center**

Formerly
Info Depot



Herboretum,
Hurricane
Renaissance

At **Area Merchants**

<http://www.utdallas.edu/mim/benefits/facstaff/currentdiscounts.php5>

Activities Center

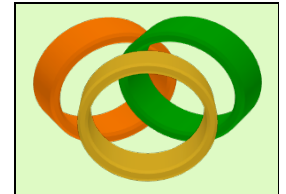
See Schedule of Activities and Membership Information

fitness center
racquetball courts
squash courts



basketball courts
swimming pool
multipurpose room

**Membership Payroll Deduction



CARE Award

SUN Newsletters

<http://www.utdallas.edu/staffcouncil/>

Ink-Jet Recycling Program

Staff Council Scholarship

