

UNT | HEALTH[™]
SCIENCE CENTER

Faculty Benefits 2014-2015



*Create Solutions for a
Healthier Community*

FISCAL YEAR

Fiscal year begins September 1 and ends August 31.

NEW EMPLOYEE OVERVIEW

www.ers.state.tx.us/employees/new-employee/overview

HEALTH INSURANCE

TX Health Select, administered by United Health Care (UHC). Coverage begins the first of the month after a 60-day waiting period, paid once a month.

For more information, visit www.ers.state.tx.us/rates

For personal information once registered, visit myuhc.com

2015	TOTAL PREMIUM	STATE PAYS	YOU PAY
You Only	\$537.66	\$537.66	\$0.00
You & Spouse	\$1153.42	\$845.54	\$307.88
You & Children	\$949.94	\$743.80	\$206.14
You & Family	\$1565.70	\$1051.68	\$514.02

HOW TO FIND A DOCTOR

www.healthselectoftexas.com

DENTAL PLAN

Employees can choose between Humana PPO, HMO, or the State of Texas Dental Discount Plan managed by Careington International Corporation.

For additional information, visit

www.ers.state.tx.us/Employees/Insurance/Dental/

VISION BENEFITS

myuhcvision.com

LIFE INSURANCE

Employees receive a \$5,000 basic policy with health coverage. Dependents may be enrolled in the \$5,000 Dependent Term Life policy. Employees may also enroll in Optional Term Life up to 4X annual salary (or a maximum of \$400,000). A Voluntary Accidental Death and Dismemberment insurance option is also available.

DISABILITY INSURANCE

The employer offers short-term disability benefits (up to 5 months with a 30-day wait period) up to 66% of monthly salary and long term disability benefits (up to full Social Security age depending on age at total disability with a 180-day waiting period) up to 60% of monthly salary.

LONG-TERM CARE

Long-term care offers options for nursing home and personal custodial care. Coverage is also available to family members.

FLEXIBLE SPENDING ACCOUNTS

Tex Flex allows tax-sheltered, out-of-pocket expenses for health care (maximum \$2,500), day care or dependent care services (maximum \$5,000) per year.

<https://texas.payflex.com/EmployeeLogin>

RETIREMENT OPTIONS

www.bsc.untsystem.edu/retirement

TEACHER RETIREMENT SYSTEM (TRS)

Defined Benefit Plan
(based on years of service, salary and age)

6.4% employee contribution, 6.8% state contribution

Death benefit of up to \$80,000

Disability retirement benefits

5-year vesting period

TRS selects, controls and monitors investments

OPTIONAL RETIREMENT SYSTEM (ORP)

Defined Contribution
(based on performance of investments)

6.65% employee contribution, 6.6% state contribution

No death benefit

No disability benefits

1-year vesting period

Investments selected and controlled by employee

TEX\$AVER 401K/457 PROGRAM

TEX\$AVER is a voluntary savings program offered through the Employees Retirement System of Texas (ERS) and administered by Great West. The program is available to all benefits-eligible State of Texas faculty and staff (both full-time and part-time).

www.texasaver.com

LEAVE TIME

(Total Average Leave Time, 8.5 Weeks/Year)

Vacation time is accrued at 8 hours/month (**12 days/year**). Time accrues, rolls over and increases based on length of state service. The probation time is 6 months before employee has the ability to use it. Time accrued from other Texas state institutions may roll into this. Military service can be used to purchase TRS service credit.

See: www.trs.state.tx.us/benefits/documents/brochure_texas_service_credit.pdf

Sick Leave is accrued at 8 hours/month (**12 days/year**), with no maximum. Time accrues and rolls over. A sick leave pool may be available to alleviate hardships related to catastrophic illness or injury to the employee or family.

Continuing Medical Education (CME) – An MD/DO receives \$5,000 and **5 days/year**. An allied position receives \$2,500 and 5 days annually on a “use-it-or-lose-it” basis.

Paid Holiday Time – The state legislature authorizes **15 holidays/year** for state employees for FY2014-2015. If clinicians work during a holiday, they receive “comp” time, acting as a vacation day to use within one year.

For additional information about holidays, visit www.unthsc.edu/calendar/holidays.cfm

Emergency Leave may be granted for a death in the immediate family. Time in excess of three days or for friends must be approved by the President.

Administrative Leave is granted by the President, limited to cases involving emergency situations.

Family, Medical and Parental Leave provides up to 12 weeks of unpaid and job-protected leave to eligible employees for the birth and care of a newborn child, placement of adoption or foster care of a child, or serious health conditions of an employee or immediate family member. Leave may also be provided for military injury and qualifying exigencies for active duty spouse, son, daughter or parent. A combination of vacation, sick leave, or leave without pay may be used. Employees must have worked for 12 months and 1,250 hours to be eligible.

hr.untsystem.edu/employees/benefits-leave

Military Leave of 15 paid days per year may be granted.

Leave Without Pay may be granted after paid leave has been exhausted. The department chair may approve up to 6 weeks, and the President may extend to 12 months.

Faculty Development (Academic) Leave may be granted with a minimum of 6 years of service for 12 months at half salary or 6 months at full salary.

Jury or Witness Duty may be granted to employees.

FITNESS CENTER

Founders Activity Center

- Fully equipped on-site gym with free classes
- \$10/month

UNTHSC PROFESSIONAL LIABILITY INSURANCE

All Liability Insurance questions should be directed to the Risk Department, 817-735-0270.

Physicians:

- Self-insurance fund
- Occurrence based
- Limit of \$500,000 for any one incident
- \$1,500,000 annual maximum
- Up to \$25,000 annually for defense of oversight agency matters

Allied Providers:

- Columbia Casualty Company
- Claims based
- Policy limit of \$1,000,000 for any one incident
- \$3,000,000 annual maximum
- Up to \$25,000 annually for defense of oversight agency matters

HELPFUL NUMBERS

HealthSelect (UnitedHealthcare)
(866) 336-9371 (TTY 711)

24/7 myNurseLine
(877) 731-8306

Healthy Pregnancy
(800) 411-7984

Prescription Drug Program (Caremark)
(888) 886-8490

HealthSelect Website
www.healthselectoftexas.com

FORT WORTH, TEXAS, OVERVIEW

www.fortworth.com • www.fortworthtexas.gov

Fort Worth is the 16th largest city in the U.S. and one of “America’s Most Livable Communities.” It is one of the fastest-growing cities and a thriving center of culture and commerce, with Dallas-Fort Worth International Airport only 30 miles away.

CULTURE

Amon Carter Museum
Bass Performance Hall
Casa Manana theater
Fort Worth Symphony
Kimbell Art Museum
Modern Art Museum
Museum of Science and History
Opera Festival
National Cowgirl Museum
Texas Ballet Theater
Texas Civil War Museum
Van Cliburn piano competitions

ENTERTAINMENT

Billy Bob’s Texas
Botanic Garden
Fort Worth Nature Center
Fort Worth Zoo
Six Flags over Texas
Stock Show & Rodeo
The Stockyards Historic District
Trinity Trails

SPORTS

Dallas Cowboys football
Dallas Mavericks basketball
Dallas Stars hockey
Texas Rangers baseball
Colonial Golf Tournament
Lone Star Park horseracing
Fort Worth Brahmas hockey
Fort Worth Cats baseball
Fort Worth Flyers basketball
Texas Motor Speedway
Texas Christian University sports

EDUCATION

200 private schools and
144 K-12 FWISD schools
dfwprivateschools.com/search/
fwisd.org/pages/default.aspx

Public and private universities include:

UNT Health Science Center
UNT Dallas
University of North Texas
Texas Woman's University
Tarrant County College
Texas Christian University
Texas Wesleyan University
University of Texas at Arlington

For benefit questions, contact the
UNT System Human Resources
at 817-735-7650 or 855-878-7650
HRBenefits@untsystem.edu

This is an EEO/AA Institution

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www.unthsc.edu

www.unthealth.org

web.unthsc.edu/physicianrecruiting