

THE UNIVERSITY OF TEXAS AT TYLER EMPLOYEE BENEFITS 2018-2019

INSURANCE:

Medical/Prescription Drug Dental Vision Term Life Insurance Accidental Death & Dismemberment
Short Term Disability Long Term Disability UT Flex Employee Wellness Programs

RETIREMENT:

Retirement Plans	Employee Contribution	State Contribution
Teacher Retirement System http://www.trs.state.tx.us	7.70%	6.80%
Optional Retirement Program http://www.utsystem.edu/benefits/retirement (Administrative Professional & Faculty only)	6.65%	8.50%

Tax Sheltered Annuities/Deferred Compensation <http://www.utsystem.edu/benefits/retirement>

*The University of Texas at Tyler employees are required to contribute to Social Security, as well as one of the state mandated retirement plans above (TRS/ORP).

OTHER BENEFITS:

Employee Assistance Program Employee/Spouse/Dependent Child Scholarship TJC Scholarship
Family Medical Leave Act Worker's Compensation Sick Leave Pool Direct Deposit Social Security

VACATION (Administrative Professional & Classified Staff only)

Years of Service	Hours/ Month	Max Carry Forward	Years of Service	Hours/ Month	Max Carry Forward	Years of Service	Hours/ Month	Max Carry Forward
0-2	8	180	10-15	11	292	25-30	17	436
2-5	9	244	15-20	13	340	30-35	19	484
5-10	10	268	20-25	15	388	35 +	21	532

SICK LEAVE: 8 Hours per Month

HOLIDAYS:

Date	Days	Holiday	University Status
September 3, 2018	(1)	Labor Day	Closed
November 22-23, 2018	(2)	Thanksgiving	Closed
December 24-26, 2018	(2)	Winter Holiday	Closed
December 27-31, 2018	(3)	Winter Holiday	Skeleton Workforce*
January 1, 2019	(1)	New Year's Day	Closed
January 21, 2019	(1)	Martin Luther King, Jr. Day	Closed
May 27, 2019	(1)	Memorial Day	Closed
July 4, 2019	(1)	Independence Day	Closed

*Skeleton crew work days: In accordance with the provisions of the Texas Government Code §662.004, a state agency must have enough employees on duty to conduct business during any holidays that UT Tyler selects that are not designated as "all (state) agencies closed."

LONGEVITY PAY (Administrative Professional & Classified Staff only)

Years of Service	Per Month	Years of Service	Per Month	Years of Service	Per Month
2	\$ 20	16	\$160	30	\$300
4	\$ 40	18	\$180	32	\$320
6	\$ 60	20	\$200	34	\$340
8	\$ 80	22	\$220	36	\$360
10	\$100	24	\$240	38	\$380
12	\$120	26	\$260	40	\$400
14	\$140	28	\$280	42	\$420

CREDIT UNION: Cooperative Teachers Credit Union, 1424 WSW Loop 323, Tyler, Phone: 903-561-2603

ATHLETIC FACILITIES MEMBERSHIP: U.T. Tyler Herrington Patriot Center (Employee membership \$12.50 per month, Family membership \$25 per month). All new employees receive a *free* 90 day membership to the HPC.