

## 2025 House Staff Benefit Rates

Enroll	Benefit Plan	Coverage Options	Semi-Monthly Rates
Benefits Enrolled In PeopleSoft.	<b>Medical</b> Community First Health Plans 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	Resident Only Resident + Spouse/Domestic Partner Resident + Child(ren) Resident + Family	\$ 49.21 \$ 90.67 \$ 89.24 \$ 153.24
	<b>Dental - Humana</b> <b>DHMO</b> With Implant 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	Resident Only Resident + Spouse/Domestic Partner Resident + Child(ren) Resident + Family	\$ 6.40 \$ 10.34 \$ 14.26 \$ 16.17
	<b>PPO – Bronze Plan</b> \$1,500 Annual Maximum No orthodontia & no implants 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	Resident Only Resident + Spouse/Domestic Partner Resident + Child(ren) Resident + Family	\$ 13.00 \$ 25.89 \$ 31.70 \$ 42.03
	<b>PPO – Silver Plan</b> \$2,000 Annual Maximum \$1,500 orthodontia & implants 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	Resident Only Resident + Spouse/Domestic Partner Resident + Child(ren) Resident + Family	\$ 14.28 \$ 28.53 \$ 38.82 \$ 50.45
	<b>PPO – Gold Plan</b> Unlimited Annual Maximum \$1,500 orthodontia & implants 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	Resident Only Resident + Spouse/Domestic Partner Resident + Child(ren) Resident + Family	\$ 15.24 \$ 30.43 \$ 41.42 \$ 53.83
	<b>Vision</b> EyeMed 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	Resident Only Resident + Spouse/Domestic Partner Resident + Child(ren) Resident + Family	\$ 3.57 \$ 6.79 \$ 7.15 \$ 10.50
	<b>Group Basic Term Life/AD&amp;D</b> Aflac	Coverage \$25,000	No Cost
	<b>Group Dependent Term Life</b> Aflac 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	\$10,000 spouse and/or \$ 5,000 child(ren) \$20,000 spouse and/or \$10,000 child(ren) \$30,000 spouse and/or \$15,000 child(ren) \$40,000 spouse and/or \$20,000 child(ren) \$50,000 spouse and/or \$25,000 child(ren)	\$ .65 \$ 1.30 \$ 1.95 \$ 2.60 \$ 3.25
	<b>Group Short-Term Disability</b> Aflac	14 Day Elimination Period 70% up to \$500 of taxable weekly benefit Up to 24 weeks of benefits	No Cost
	<b>Group Long-Term Disability</b> Aflac	90-day Elimination Period \$2,000 Monthly taxable benefit 24 months of specialty monthly benefit	No Cost
	<b>Flexible Spending Accounts</b> Navia Benefit Solutions  Health Care FSA and Dependent Care FSA 1 <sup>st</sup> and 2 <sup>nd</sup> Paycheck deductions	<b>Healthcare FSA</b> – medical expenses from \$100 up to \$3,200 annually for your eligible family members. *Must re-enroll & elect annual amount every year.	Annual Elections are Divided by 24 Paychecks
	<b>EAP</b> Deer Oaks	Automatically enrolled into Employee Assistance Plan. Contact Deer Oaks at 866-327-2400.	No Cost

Benefits enrolled with vendors.

<p><b>Pet Insurance</b>          Nationwide          Personal Bank Draft deduction</p> <p><b>DO NOT RE-ENROLL -</b>          Pet policy automatically renews</p>	<p>Coverage available for dogs, cats, birds, pigs, snakes, rabbits, reptiles, and exotic animals at any licensed vet nationwide. Pre-existing conditions are not covered.</p> <p><b>Online Enrollment:</b> New Policies only</p> <p><a href="http://www.Petinsurance.com/uhsresidents">http://www.Petinsurance.com/uhsresidents</a></p>	<p>Questions or to enroll:          877-738-7874</p> <p><b>Email:</b>          UhsBenefits@BenefitSourceSolutions.com</p>
<p><b>Individual Disability</b>          Guardian - Benefit Source          Personal Bank Draft deduction</p> <p>Basic Quote:  <a href="http://www.DisabilityQuotes.com/UThealth">www.DisabilityQuotes.com/UThealth</a></p> <p>Pre-Enrollment:  <a href="http://www.DisabilityQuotes.com/nava">www.DisabilityQuotes.com/nava</a></p>	<p>Guaranteed Issued-No medical underwriting.          Elimination period 90 days          Resident Monthly Benefit: Up to \$5,000          Fellow Monthly Benefit: Up to \$7,500          Benefit Period: Age 67          Benefit Increase: Up to \$15,000          Portable – follows you throughout your career.</p>	<p>Questions or to enroll:          Call 210-340-0777          Text: 210-240-2574</p> <p><b>Email:</b>          UhsBenefits@BenefitSourceSolutions.com</p>
<p><b>Retirement Plans</b>          Voya          Every Paycheck</p> <p><b>College Savings Plan</b></p>	<p>Voluntary contributions into the 457(b) or 403(b) retirement plans.</p> <p>529 College Savings Plan</p>	<p>Questions or to enroll:          Call 210-979-8277</p> <p>Questions or to enroll:          Call 866-677-6933</p>

View Benefit Information on infoNET or online at  
[www.uhsbenefitssa.com](http://www.uhsbenefitssa.com)

Contact Human Resources:  
 Benefit Hotline 210-644-3291 or Email: [Uhs.Benefits@uhtx.com](mailto:Uhs.Benefits@uhtx.com)