

2025 Benefit Rates

Enroll	Benefit Plan	Coverage Options	Semi-Monthly Rates	
Benefits Enrolled In PeopleSoft.	Medical Community First Health Plans First Health – myfirsthealth.com 1 st and 2 nd Paycheck deductions	Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family	\$ 49.21 \$ 90.67 \$ 89.24 \$ 153.24	
	Dental - Humana DHMO With Implant 1 st and 2 nd Paycheck deductions	Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family	\$ 6.40 \$ 10.34 \$ 14.26 \$ 16.17	
	PPO – Bronze Plan \$1,500 Annual Maximum No orthodontia & no implants 1 st and 2 nd Paycheck deductions	Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family	\$ 13.00 \$ 25.89 \$ 31.70 \$ 42.03	
	PPO – Silver Plan \$2,000 Annual Maximum \$1,500 orthodontia & implants 1 st and 2 nd Paycheck deductions	Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family	\$ 14.28 \$ 28.53 \$ 38.82 \$ 50.45	
	PPO – Gold Plan Unlimited Annual Maximum \$1,500 orthodontia & implants 1 st and 2 nd Paycheck deductions	Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family	\$ 15.24 \$ 30.43 \$ 41.42 \$ 53.83	
	Vision EyeMed \$180 Frame & \$180 Contact 1 st and 2 nd Paycheck Deductions	Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family	\$ 3.57 \$ 6.79 \$ 7.15 \$ 10.50	
	Cancer Basic – Aflac Cancer Only Children up to age 26 are covered at 50% of the employee benefit at no additional cost. Policy is portable. 1 st and 2 nd Paycheck deductions	\$10,000 Lump Sum Cash Benefit \$20,000 Lump Sum Cash Benefit \$30,000 Lump Sum Cash Benefit \$40,000 Lump Sum Cash Benefit \$50,000 Lump Sum Cash Benefit	<u>Employee (EE)</u> \$ 7.02 \$ 13.27 \$ 19.53 \$ 25.78 \$ 32.04 <u>EE & Spouse</u> \$ 14.04 \$ 26.54 \$ 39.06 \$ 51.56 \$ 64.08	
	Enhanced – Aflac Cancer, Heart Attack, Stroke and 17 Specified Diseases Children up to age 26 are covered at 50% of the employee benefit at no additional cost. Policy is portable. 1 st and 2 nd Paycheck deductions	\$10,000 Lump Sum Cash Benefit \$20,000 Lump Sum Cash Benefit \$30,000 Lump Sum Cash Benefit \$40,000 Lump Sum Cash Benefit \$50,000 Lump Sum Cash Benefit	<u>Employee (EE)</u> \$ 9.62 \$ 18.53 \$ 27.43 \$ 36.34 \$ 45.24 <u>EE & Spouse</u> \$ 19.24 \$ 37.06 \$ 54.86 \$ 72.68 \$ 90.48	
	Group Supplemental Term Life/AD&D Aflac Policy is not portable. 1 st and 2 nd Paycheck deductions	Coverage is available up to 7 times annual budgeted salary not to exceed 1 million.	_____ x annual = \$ _____	
	Group Basic Term Life/AD&D Aflac	Basic Term Life - \$25,000	No Cost	
	Group Dependent Term Life Aflac Policy is not portable. 1 st and 2 nd Paycheck deductions	\$10,000 spouse/domestic partner and/or \$ 5,000 child(ren) \$20,000 spouse/domestic partner and/or \$10,000 child(ren) \$30,000 spouse/domestic partner and/or \$15,000 child(ren) \$40,000 spouse/domestic partner and/or \$20,000 child(ren) \$50,000 spouse domestic partner and/or \$25,000 child(ren)	\$.65 \$ 1.30 \$ 1.95 \$ 2.60 \$ 3.25	
	Group Short-Term Disability Aflac 1 st and 2 nd Paycheck deductions	50%, 60% or 70% up to \$2,500 a week	Rates available in PeopleSoft	

Benefits Enrolled In PeopleSoft.	Group Long-Term Disability Aflac 1 st and 2 nd Paycheck deductions	50% or 60% up to \$ 7,500 a month	Rates available in PeopleSoft	
	Flexible Spending Accounts Navia Benefit Solutions Health Care FSA and Dependent Care FSA 1 st and 2 nd Paycheck deductions	Healthcare FSA – medical expenses from \$100 up to \$3,200 annually for your eligible family members. *Must re-enroll & elect annual amount every year. Dependent FSA – child and adult daycare expenses from \$100 up to \$5,000 annually for children under the age of 13. *Must re-enroll & elect annual amount every year.	Annual elections are divided by 24 paychecks	
	EAP Deer Oaks	Automatically enrolled into Employee Assistance Plan. Contact Deer Oaks at 866-327-2400.	No Cost	
Benefits enrolled with vendors. NOT in PeopleSoft.	Pet Insurance Nationwide 1 st and 2 nd Paycheck deductions DO NOT RE-ENROLL - Pet policy automatically renews.	Coverage available for dogs, cats, birds, pigs, snakes, rabbit, reptiles and exotic animals at any licensed vet nationwide. Pre-existing conditions are not covered. <u>Enroll New Policy Online:</u> http://www.Petinsurance.com/UniversityHealthSystem	Questions or to enroll: 877-738-7874 or 210-340-0777 Email: UhsBenefits@BenefitSource Solutions.com	
	Individual Universal Life Trustmark-Benefit Source 1 st and 2 nd Paycheck deductions Requires electronic enrollment using Google Chrome.	Employee and Spouse coverage up to \$300,000 Children and grandchildren up to \$40,000 Must medically qualify with health questions. https://Trustmark.BenSelect.com/UHS User ID: Employee ID Password is your ID and year of birth	Questions or to enroll: Call: 210-340-0777 Text: 210-240-2574 or Email: UhsBenefits@BenefitSource Solutions.com	
	Individual Disability Guardian – Benefit Source 1 st and 2 nd Paycheck deductions Requires Electronic Enrollment	Provides up to 30% of additional paycheck protection if you're injured or too sick to work. Must medically qualify with health questions. Request application and health questionnaire from Guardian representatives at Benefit Source.	Questions or to enroll: Call 210-340-0777 Text: 210-240-2574 or Email: UhsBenefits@BenefitSource Solutions.com	
	Retirement Plans Voya 457(b), 403(b) and rollovers Deductions taken every Paycheck College Savings Plan Deductions taken every Paycheck	Voluntary contributions into the 457(b) or 403(b) retirement plans and rollovers. Voluntary contributions into a 529 College Savings Plan.	Questions or to enroll: Call: 210-979-8277 Email: Richard.Longoria@VoyaFa.com	

View Benefit Information on infoNET or online at www.uhsbenefitssa.com

Contact Human Resources:

Benefit Hotline 210-644-3291 or Email: Uhs.Benefits@uhtx.com