



Summary of Benefits 2025 | 2026

BASIC BENEFIT PACKAGE

UT SELECT MEDICAL PLAN

Blue Cross Blue Shield Texas (PPO)

PRESCRIPTION DRUG COVERAGE

Express Scripts

BASIC GROUP LIFE / BASIC ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Blue Cross Blue Shield of Texas

VOLUNTARY BENEFITS

DENTAL

UT SELECT Dental (PPO)

UT SELECT Dental Plus (PPO)

DeltaCare (DHMO)

VISION

Superior Vision

Superior Vision Plus

GROUP TERM LIFE and ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Blue Cross Blue Shield of Texas

SHORT & LONG-TERM DISABILITY INSURANCE

Blue Cross Blue Shield of Texas

UT FLEX - Flexible Spending Account (FSA)

Health Care and Dependent Day Care

Inspira Financial

HEALTH & WELL-BEING

EMPLOYEE HEALTH AND WELLNESS PROGRAM

UT El Paso/ UT System

EMPLOYEE ASSISTANCE PROGRAM (EAP)

AllOne Health

PLAN FOR TOMORROW

MANDATORY RETIREMENT PLANS

Teacher Retirement System (TRS)

*Optional Retirement Program (ORP)

*Approved Investment Vendors:

- Corebridge Financial
- Fidelity Investments
- Lincoln Financial Group
- TIAA
- Voya Financial

*VOLUNTARY RETIREMENT PLANS

UT SAVER Tax Shelter Annuity 403(b) Traditional

UT SAVER Tax Shelter Annuity 403(b) Roth

UT SAVER 457(b) Deferred Compensation Plan

UT SAVER Roth 457(b) Deferred Compensation Plan

*Approved Investment Vendors:

- Corebridge Financial
- Fidelity Investments
- Lincoln Financial Group
- TIAA
- Voya Financial

TIME AWAY FROM WORK

Sick Leave

Family and Medical Leave

Paid Holidays

Jury Duty

Parental Leave

Bereavement Leave

Military Leave

*Academic Leave

*(Upon approval from the Department, Chair, Dean, Provost, and President's Office)

OTHER BENEFITS AND SERVICES

Employee Educational Assistance Program

Employee Discount Program

Faculty Development Programs

Discounts at UTEP Bookstore, Dinner Theater,

Athletic Events, and Student Recreation Center

For more information on our benefits, please visit our website www.utep.edu/human-resources.