PLAN YEAR
September 1 through August 31 annually
(Plan year out of pocket maximums and deductibles are based off of calendar year)

BENEFIT PLAN ADMINISTRATOR
Employees Retirement System (ERS) is the plan administrator for the Texas Employees Group Benefits Program (GBP). This program is considered a cafeteria style plan offering health benefits and optional benefits to eligible employees.

HEALTH INSURANCE
HealthSelect is a point-of-service plan available to employees and their eligible dependents. HealthSelect is administered by Blue Cross Blue Shield. Coverage begins the first of the month after the 60th day of employment. Referrals are needed for Specialists.

Consumer Directed HealthSelect is made up of a high-deductible health plan and health savings account available to the employee and eligible dependents. Consumer Directed HealthSelect is administered Blue Cross Blue Shield. The health savings account (HSA) is administered by Optum Bank. Coverage begins the first of the month after the 60th day of employment. No referrals needed for Specialists.

Plan Year Rates:

DENTAL PLAN
Employees can choose between Humana PPO, Humana HMO or a dental Discount Plan managed by Careington.

VISION BENEFITS
State of Texas Vision is offered to employees, administered by Superior Vision Services as a self funded plan.
http://ers.texas.gov/Active-Employees/Optional-Add-on-Benefits/Vision-Benefits

LIFE INSURANCE
Employees receive a $5,000 basic term life 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
Short-term disability pays 66% of monthly salary (max monthly salary of $10,000) for up to 5 months. Long-term disability pays 60% of monthly salary (max monthly salary of $10,000) up to full Social Security age depending on age at total disability. Short-term and long-term disability benefits are not paid to the employee until the greater of all sick leave has exhausted or the waiting period has been met.

PREMIUM RESERVE
Employees paid over 9 months will automatically be enrolled in Premium Reserve for employee paid benefits. An additional cost of premium will be deducted each month to cover benefits during the summer when an employee is not receiving a paycheck. A salary spread option is available for faculty through the Provost Office and for 9 month staff through UNT Human Resources.

FLEXIBLE SPENDING ACCOUNTS
Tex Flex uses pre-tax money to save on eligible out-of-pocket expenses
- Health Care Account - maximum $2,600
- Dependent Care Account - maximum $5,000
- Limited Spending Account - Only available to those enrolled in Consumer Directed HealthSelect Plan
- Commuter Spending Account - eligible transit and parking expenses
http://www.spendingaccounts.info/texflex-fsa-adp/

RETIREMENT OPTIONS

<table>
<thead>
<tr>
<th>TEACHER RETIREMENT SYSTEM (TRS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Defined Benefit Plan (based on years of service, salary and age)</td>
</tr>
<tr>
<td>7.7% employee contribution, 6.8% state contribution</td>
</tr>
<tr>
<td>Disability retirement benefits</td>
</tr>
<tr>
<td>5-year vesting period</td>
</tr>
<tr>
<td>TRS selects, controls and monitors investments</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPTIONAL RETIREMENT PROGRAM (ORP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Defined Contribution (based on performance of investments)</td>
</tr>
<tr>
<td>6.65% employee contribution, 6.6% state contribution</td>
</tr>
<tr>
<td>1-year vesting period</td>
</tr>
<tr>
<td>Investments selected and controlled by employee</td>
</tr>
<tr>
<td>One-time, irrevocable decision to enroll, in lieu of TRS</td>
</tr>
<tr>
<td>ORP is an available option to eligible positions identified by the State of Texas</td>
</tr>
</tbody>
</table>
VOLUNTARY RETIREMENT ACCOUNTS
Benefit eligible employees may enroll in these any time to save toward retirement on top of TRS or ORP plans. The IRS annual maximums will apply.

TexasSaver 457 is offered through the Employees Retirement System of Texas (ERS) and administered by Empower Retirement.
www.texasaver.com

Tax Sheltered Annuity-403(b) is administered by one of the four authorized vendors-Fidelity, Valic, TIAA-Cref or Voya.
www.myretirementmanager.com

LEAVE TIME
Sick Leave is accrued at 8 hours/month (12 days/year), with no maximum. Time accrues and rolls to next fiscal year.

Vacation Leave Staff members (non-faculty) and 12 month faculty administrators (e.g. Department Chairs) will accrue 8 hours/month from date of hire. The hours accrued will increase with years of state employment. Vacation may not be granted until a continuous state employment of six months has been met.

Family and Medical Leave Act provides up to 12 weeks of unpaid and job-protected leave to eligible employees. A combination of vacation, sick leave, or leave without pay may be used. Employees must have worked for the State of Texas for 12 months and worked 1,250 hours in the past year to be eligible. FMLA is a federal law; apply online:
https://www.untsystem.edu/hr-it-business-services/human-resources/family-and-medical-leave-act-fmla

Jury Duty is paid and excused summoned time.
https://policy.unt.edu/policy/05-068

Military Leave https://policy.unt.edu/policy/05-049

Other state paid and unpaid leave options are available; all need supervisor approval. Learn more:
https://www.untsystem.edu/hr-it-business-services/human-resources/leave-explained

FITNESS CENTER
Pohl Recreation Center
• Fully equipped on-site gym
• This is an optional amenity
• Employee discounted membership, can be payroll deducted
https://recsports.unt.edu/about/pohl

ADDITIONAL BENEFITS OR PERKS
• Faculty/Staff/Retiree/Dependent Educational Scholarship http://policy.unt.edu/policy/10-025
• On-campus dental office (accepts PPO dental plan) http://www.campus-smiles.com/UNT
• On-campus vision clinic https://www.coeunt.com
• UNT faculty and staff meal plans http://www.dining.unt.edu/facultyandstaff
• Ticket price discounts to faculty and staff for the Department of Dance and Theatre, College of Music, and Distinguished Lecture Series.
• Mean Green Sports provides NCAA Division I football, basketball, softball, soccer, volleyball, tennis, golf track and field, swimming and diving and cross country.
http://www.meangreensports.com/tickets/

Keep up with additional benefits and perks by visiting the UNT System Human Resources website https://www.untsystem.edu/hr-it-business-services/human-resources/benefits-perks-employees

HELPFUL CONTACT INFORMATION
For benefit questions, call 817-735-7650, Option 2 or email HRBenefits@untsystem.edu
https://www.untsystem.edu/hr-it-business-services/human-resources

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

UNT mailing address: 1155 Union Circle #311277, Denton, TX 76203-5017
Employees Retirement System (ERS) - 877-275-4377
Teacher Retirement System (TRS) - 800-223-8778

Revised 11/17
This is an EEO/AA Institution.