



The University of Texas System



EMPLOYEE

BENEFITS HIGHLIGHTS

2025 - 2026

MEDICAL

PRESCRIPTION

DENTAL

VISION

LIFE

DISABILITY

Key Dates for Annual Enrollment | 2025-2026

Review by July 15

- ☐ **Online Annual Enrollment (AE) Resources** – including the newsletter
- ☐ **Your Current UT Benefits** – review your existing coverage
- ☐ **UT Benefits 2025-2026 Options** – explore what's new
- ☐ **UT SELECT™ Medical PPO Plan** – including UT Tier changes
- ☐ **NEW! UT SELECT Concierge**
- ☐ **Dependent Eligibility Requirements** – ensure your dependents qualify
- ☐ **UT Retirement Program** – understand your options
- ☐ **Beneficiary Designations** – update for Life and AD&D if needed
- ☐ **In person/Virtual Fairs** – may be offered at some institutions.

Monitor your email carefully for any announcements!

Make Elections July 15–July 31

Log into **My UT Benefits** and complete the following:

- ☐ Declare **tobacco user or non-user** status
- ☐ **Add / Drop / Waive** coverage
- ☐ **Add / Remove Dependents**
- ☐ Enroll in **UT FLEX** (required annually)
- ☐ Enroll or make changes to the **UT Retirement Program**
- ☐ Register for the **UT Living Well platform**, powered by Limeade
- ☐ Review and **save/print your Confirmation Statement**

Follow up by August 15

- ☐ Review your **Confirmation Statement**
- ☐ Upload **dependent / coverage documents** (if required)
- ☐ Submit **Evidence of Insurability (EOI)** (if required)

New Plan Year Begins September 1



UT SELECT Concierge

As a special benefit, you have access to a UT SELECT Concierge — **at no added cost to you.**

Your **UT SELECT Concierge** works with and for you — to remove barriers and cut through red tape in the health care system, so you and your family can get the care you need.

UT SELECT Concierges can:

- Guide you through a **new diagnosis**
- Find a **doctor or specialist** and get you an appointment
- Connect with **mental health experts** to manage stress, depression, substance misuse or other mental health issues
- Answer benefit questions or **solve a problem with a claim or a bill**



What's new for 2025-2026

UT SELECT™ Benefits Changes – Effective September 1, 2025

Reduced Specialist Copays for Therapy

UT SELECT: \$40

UT Health Tier: \$30

Applies to physical, speech, and occupational therapy.

Airrosti Remote Services

New \$20 copay for virtual patient-focused muscle and joint pain treatment.

Coinsurance Out-of-Pocket Maximum

Increased to \$5,000 per individual (previously \$3,500), and \$15,000 per family (previously \$10,500).

UT Health Network

NEW! UT Health San Antonio Multispecialty and Research Hospital joins the UT Health Network.

Hinge Health Program

Will be phased out by August 31, 2025.

IMPORTANT

If you take no action, your current coverage will continue for the new plan year—except your UT FLEX elections. You must elect UT FLEX each year.

EXPECT NEW ID CARDS FOR UT SELECT MEDICAL AND ANY NEW PLANS ELECTED

KEEP ID CARDS FOR PLANS THAT DID NOT CHANGE

UT FLEX

NEW! Increased maximum for HCRA to \$3,300 for plan year 2025-2026. Dependent care maximum remains \$5,000 per family. Must make your election in *My UT Benefits* each year to participate.

Living Well Platform powered by Limeade

Register for Limeade ONE

Our well-being and engagement program designed to help you live your best life. Achieve your physical, emotional, financial, and work well-being goals with personalized activities. When you participate in activities, you'll earn points toward recognition all while achieving your best self.

Visit ut.limeade.com to register

UT Retirement

Enroll in UTSaver Voluntary Retirement Programs with Pre-tax or Post-tax Contributions

There is no better time than now to maximize your retirement savings, and no better way than the UTSaver plans to do it. Enroll now in the UTSaver TSA or DCP plans to make the most of your tax and savings opportunities!

Learn more at utbenefits.link/UTRetirement

Employee Premium Rates for 2025-2026

See the OEB Annual Enrollment (AE) newsletter for information on the UT Benefits program.

PLAN	EMPLOYEE	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	EMPLOYEE & FAMILY
EFFECTIVE SEPTEMBER 1, 2025				
UT SELECT Medical FULL-TIME	\$0 <i>no change</i>	\$362.82 \$26.88 <i>increase ▲</i>	\$379.46 \$28.10 <i>increase ▲</i>	\$714.48 \$52.92 <i>increase ▲</i>
UT SELECT Medical PART-TIME	\$421.32 \$31.20 <i>increase ▲</i>	\$1,004.98 \$74.44 <i>increase ▲</i>	\$942.08 \$69.78 <i>increase ▲</i>	\$1,499.28 \$111.06 <i>increase ▲</i>
UT SELECT Dental	\$28.52 <i>no change</i>	\$54.14 <i>no change</i>	\$59.66 <i>no change</i>	\$84.84 <i>no change</i>
UT SELECT Dental Plus	\$61.40 <i>no change</i>	\$116.60 <i>no change</i>	\$128.66 <i>no change</i>	\$183.30 <i>no change</i>
DeltaCare Dental HMO	\$8.71 <i>no change</i>	\$16.56 <i>no change</i>	\$18.31 <i>no change</i>	\$26.14 <i>no change</i>
Superior Vision	\$5.02 <i>no change</i>	\$7.90 <i>no change</i>	\$8.10 <i>no change</i>	\$12.84 <i>no change</i>
Superior Vision Plus	\$7.64 <i>no change</i>	\$11.98 <i>no change</i>	\$12.82 <i>no change</i>	\$18.10 <i>no change</i>

APPLY FOR	Voluntary Life and Accidental Death & Dismemberment Insurance* Voluntary Life Requires Evidence of Insurability (EOI)
APPLY FOR	Short Term Disability \$0.30 per \$100 of Monthly Earnings Requires Evidence of Insurability (EOI)
APPLY FOR	Long Term Disability \$0.34 per \$100 of Monthly Earnings Requires Evidence of Insurability (EOI)
Tobacco Premium Program \$0 to \$90 per month based upon tobacco user status	

* Age and salary-based premiums may change depending on your age and salary as of September 1, 2025.

Basic Coverage package includes medical, prescription, \$50K Basic Life, and \$50K Basic AD&D for employees.



Annual Enrollment
utbenefits.link/AE