



TRINITY
UNIVERSITY

Trinity University

Human Resources

Benefits in Brief

Trinity University offers an excellent employee benefits package. These benefits are a valuable part of the total compensation provided to our employees.

This bulletin summarizes the benefits available to eligible employees. For a more complete explanation of the benefits package, [click here](#).

-  **Medical**
-  **Dental**
-  **Vision**
-  **Flex Dollars**
-  **Term Life Insurance**
-  **University Disability**
-  **Long Term Disability**
-  **Reimbursement Accounts**
 - Dependent Care Account
 - Flexible Spending Account
-  **Retirement Program**
-  **Tuition Remission**
-  **Auto, Homeowner's/Renter's Insurance**
-  **Pre-Paid Legal Services & ID Theft Protection**
-  **Paid Parental Leave**
-  **Employee Assistance Program**

Trinity Employee Human Resources Office

One Trinity Place

San Antonio, TX 78212

(210) 999-7507

150 YEARS TRINITY UNIVERSITY Est. 1869

Benefits in Brief

⇒ Medical

Trinity University offers three options for Medical care: [Aetna 80 plan](#), [Aetna 70 plan](#), and [Aetna 70 PPO Plan](#). Additional information, including premium rates and claim forms, can be [found here >>](#)

⇒ Dental

There are two plan options available, [Delta Access](#) – an indemnity plan (DPO), and [DeltaCare](#) – a dental HMO (DHMO). Dental insurance may be added during any annual open enrollment period or within 30 days of a valid family status change. [More information >>](#)

⇒ Vision

Humana VisionCare Plan offers a benefit that covers all routine eye care, including eye exams and eyeglasses (lenses and frames) or contacts. The plan features: In-network and out-of-network benefits, Enhanced benefits in-network, and National panel of optometrists and ophthalmologists. [More information >>](#)

⇒ University Flex Dollars

Trinity University contributes a pre-determined allowance for each employee toward the cost of benefits. The allowance may be used toward the payment of benefit premiums, and/or a dependent care or flexible spending account. Any unused allowance will be forfeited.

⇒ Life Insurance

UNUM Term life insurance is available to employees at the time of hire. The effective date of the insurance is the first of the month following date of hire.

⇒ Disability Options

University Disability

Disability leave is paid at a rate of 100% of monthly salary in the event of an approved disability in accordance with internal policy. Employees are automatically eligible for this benefit, no enrollment is required.

Long Term Disability

The group Long-Term Disability program offered through UNUM provides a benefit up to 60% of your monthly compensation after you have been disabled for a period of six months. Disability insurance is available after completing one year of service with Trinity.

⇒ Tuition Remission

As a full time, benefit eligible employee, you will be given a 100% remission in tuition (one course per semester). A dependent's [tuition remission](#) program is also available to dependents of full-time employees.

⇒ Parental Leave for Classified and Contract Staff

Trinity University grants twelve weeks of paid parental leave to eligible contract and classified staff. This policy reflects the University's belief that both the employee & University benefit from arrangements that enable employees to pursue careers while raising a family. An eligible faculty member may take a paid one-semester leave soon after the arrival of the child. [More information >>](#)

⇒ Reimbursement Accounts

Employees may participate in [Flexible Spending Accounts](#). Participants may elect to deduct up to a maximum of \$2,700 per 12 month plan year for the purposes of receiving reimbursement for medical, dental and vision care expenses not covered by insurance. A benefit of participating in the program is that deductions are taken on a pre-tax basis allowing for additional tax savings.

Employees may also take part in a [Dependent Care Account](#). This program is designed to assist with the expenses you incur for care of a dependent so that you can work.

⇒ Retirement Program

After 2 years of service and attaining age 21, Trinity employees must begin participation in a retirement program. Trinity contributes 10% of your salary minus any pre-tax deductions for insurance benefits. You must contribute 3%. Both contributions are invested into the funds of your choice. [More information >>](#)

⇒ Voluntary Retirement Program

Upon date of hire, eligible employees may establish a 403(b) Retirement Plan and make voluntary contributions to the plan.

⇒ EMERITI Health Account

This account is a tax advantaged way to invest and accumulate assets exclusively to help meet future retiree medical expenses, with investment choices and administrative services provided by TIAA.

⇒ Auto, Homeowner's/ Renter's Insurance

Employees may purchase Auto, Homeowner's/Renter's insurance through Liberty Mutual on an individual basis. Premium payments may be payroll deducted. Please contact Todd Reus at [Liberty Mutual](#) at 210-496-3611 Ext. 59160 or todd.reus@libertymutual.com to obtain a quote and set up your policy.

⇒ Pre-Paid Legal Services & ID Theft Protection

[LegalShield](#) provides Legal services and Identity Theft protection in 49 states and 4 Canadian Provinces. The monthly fee allows members to gain access to law firms.

⇒ The Employee Assistance Program

The Employee Assistance Program is available to all employees through UNUM, for immediate access to a full range of confidential Work-life Balance services for you and your family. <https://www.unum.com/employees/services/life-balance> Employees can also register for Perks at Work, a free employee discount program designed to help you find the perks that matter to you (Click "Learn More" on the Resources tab, then under "Featured Centers", select Savings Center-Perks at Work and register).

⇒ Additional Resources

<https://libguides.trinity.edu/benefits>