

# W UNIVERSITY of WASHINGTON

## Summary of Benefits for Academic Staff, Professional Staff & Librarians

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The University of Washington (UW) offers a wide range of benefits as part of your total compensation package. Choose from top medical and dental insurance programs; plan for your future with tax-deferred investing through the UW retirement options; enjoy generous vacation and sick leave policies; and protect yourself and your family with life and long-term disability insurance. For more information, follow the links shown below or explore the Benefits website at <http://hr.uw.edu/benefits/>

### Insurance

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#### Eligibility

You are eligible for PEBB insurance benefits when appointed to an academic staff or professional staff position, or as a librarian with at least a 50 percent appointment and duration of *more than* six consecutive months.

Insurance benefits generally begin the first of the following month. However, if an eligible appointment begins on the first business or calendar day of the month, eligibility begins on that day.

#### Medical Insurance

Eligible employees may choose from among 10 health plans, all of which are listed here: <http://hr.uw.edu/benefits/health-insurance/compare-plans>

Note: The Kaiser Permanente NW plans are only available to those residing in applicable areas.

#### Flexible Spending Account

If you choose a Classic, Value, or Accountable Care Program (ACP) medical plan, you have the option to contribute to a tax-exempt Flexible Spending Account. The FSA allows you to save money on eligible medical expenses. <http://hr.uw.edu/benefits/more-ways-to-save/fsa-tax-savings-for-medical-costs/>

Note: FSAs are not an option for those enrolled in a Consumer-Directed Health Plan. With this type of plan, you would automatically be enrolled in a Health Savings Account instead.

#### Dental Insurance

Choose from two managed care plans and one preferred provider plan. Dental premiums for you and your eligible dependent(s) are fully paid by the UW.

<https://hr.uw.edu/benefits/insurance/health/plans/dental/>

#### Long Term Disability Insurance

The UW pays for Basic Long Term Disability (LTD) coverage with a 90-day waiting period and a maximum benefit of \$240 per month. You may purchase additional optional LTD coverage to supplement the Basic LTD, providing up to 60 percent of monthly salary (calculated on a maximum annual salary cap of \$120,000) following a waiting period you select.

<http://hr.uw.edu/benefits/other-insurance/long-term-disability-insurance/>

#### Life, Accidental Death, and Dismemberment Insurance

The University provides each eligible employee with \$35,000 of basic life insurance and \$5,000 basic AD&D insurance at no cost. You also have the option to purchase additional insurance up to \$500,000 with no Medical Evidence of Insurability, and to a maximum of \$1,000,000 with Medical Evidence of Insurability. If you enroll in optional life insurance you may apply for amounts of optional life insurance for your spouse or state registered domestic partner and/or children.

<https://hr.uw.edu/benefits/insurance/other/life-insurance-accidental-death-dismemberment/>

### Retirement

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#### Retirement Plans

Academic staff, professional staff, and librarian employees of the UW with appointments of 50% FTE and 6 months or greater in duration have 30 days from their eligibility date to make a retirement plan election between the UW Retirement Plan (UWRP) or the state's Public Employee Retirement System (PERS) Plan 3.

UWRP is a Defined Contribution (DC) Plan under Internal Revenue Code (IRC) Section 403(b). Employee contributions are tax-deferred, and the UW matches 100% of those contributions. Contribution levels are:

- 5% of gross salary: Under age 35
- 7.5% of gross salary: Age 35 and over
- 10% of gross salary: Age 50 and over (optional)

PERS Plan 3 is a hybrid "defined benefit" (DB) and DC retirement plan under IRC Section 401(a). Compare the plans:

<http://hr.uw.edu/benefits/retirement-plans>

#### Voluntary Investment Program

Add to your retirement portfolio with the Voluntary Investment Program (VIP), an optional, unmatched retirement savings plan under Section 403(b) of the federal tax code. Use the VIP to tap into the tax advantages of pre-tax savings, make after-tax (Roth) contributions to create a tax-free account for retirement, or use both contribution types. <http://hr.uw.edu/benefits/retirement-plans/optional-retirement-plans/uw-voluntary-investment-program/>

#### Deferred Compensation Program

Washington State Deferred Compensation Program (WSDCP) is an additional retirement savings program under IRC 457(b) that provides even more optional retirement savings. WSDCP is deducted pre-tax, and the earnings grow tax-deferred. It is also unmatched by UW. UW employees may participate in both VIP and WSDCP in the same tax year at the same time.

<http://hr.uw.edu/benefits/retirement-plans/optional-retirement-plans/deferred-compensation>

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**Note:** This summary contains a brief description of UW insurance coverage and other benefits. In case of any conflict between this flyer and official plan documents, provisions of the plan document will govern. Plans may change or stop at any time. This is not an employment contract. For more details, visit <http://hr.uw.edu/benefits/>

# Other Benefits

## Holidays and Leave

The UW observes 10 paid holidays per calendar year.

**Academic Staff** can find details about their leave programs on the Academic HR website.

<http://ap.washington.edu/ahr/policies/leaves/>

**Librarians** accrue vacation and sick leave based on their monthly service. <http://ap.washington.edu/ahr/policies/librarians/>

**Professional Staff** employees accrue vacation and sick leave based on appointment level and years of service, plus a personal paid holiday. <http://hr.uw.edu/professional-staff-program/>

**More Ways to Save**, Review programs and educational seminars offered on saving your money.

<http://hr.uw.edu/benefits/more-ways-to-save/>

## Dependent Care Assistance Program

Deduct your dependent care expenses before they are taxed. With the Dependent Care Assistance Program (DCAP), you'll save money in your paycheck because DCAP deductions are tax-exempt.

<http://hr.uw.edu/benefits/more-ways-to-save/dcap-tax-savings-for-child-and-elder-care/>

## Hometown Home Loan Program

Save on loan fees, inspections, and appraisal fees. Pre-qualify and apply at [www.homestreet.com/UW](http://www.homestreet.com/UW). Also see

<https://www.washington.edu/wholeu/2019/03/28/homestreet-bank-seminars/>

## Transportation Services Program

- **The U-PASS** provides you with a variety of low-cost transportation options in the greater Puget Sound area—from buses, commuter train service and light rail, to vanpooling and discounted impromptu carpooling. <http://www.washington.edu/facilities/transportation/employee-u-pass>
- **Commute Options** – get free personalized support to help you find a commute that best fits your needs. <https://www.washington.edu/facilities/transportation/commute-options>

Elect post-tax payroll deduction for U-PASS and other parking services. <http://hr.uw.edu/benefits/more-ways-to-save/waive-a-pretax-deduction-from-your-paycheck/>

## Engagement Program

The Whole U, the University's voluntary engagement program encompasses an amazing array of UW resources including discounts! Information is curated around six Whole U pillars: staying healthy, being active, eating well, life events/changes, volunteerism, and engaging personal interests. <https://www.washington.edu/wholeu/>

**SmartHealth Wellness**, Washington State's voluntary and confidential wellness program, also focuses on your health and well-being. As you progress on your wellness journey, you can qualify for a financial wellness incentive!

<http://www.hca.wa.gov/public-employee-benefits/smarthealth-wellness>

**Self-Care and Caring for Others**, Numerous programs are available to assist with personal care and wellbeing along with other loved ones! <http://hr.uw.edu/benefits/care/>

## Total Benefit Programs

- **UW CareLink** provides free confidential counseling and referral services to help address work and personal issues. Unlimited legal and financial consultations are also available. <http://hr.uw.edu/benefits/uw-carelink/>
- **Childcare Programs**: The UW offers priority access, back-up and sick child care, as well as five on-site centers. <http://hr.uw.edu/benefits/child-care/>

## Training and Education

**Tuition Exemption Program** provides access to college courses (where space is available) at public higher education institutions across the state, including the UW.

<http://hr.uw.edu/pod/overview/tuition-exemption>

**Professional & Organizational Development** offers a wide range of training courses, workshops, and e-Learning.

<http://hr.uw.edu/pod/courses-and-workshops>

## More

- **Housing resources**, home buying options;
- **Auto, home, renter, and boat group insurance** available to employees;
- **UW Combined Fund Drive**, the state's workplace giving campaign at <http://depts.washington.edu/uwcfdf/>.
- **Federal Student Loan Forgiveness Program** encourages individuals to enter and continue to work full-time in public service jobs in return for qualified student loan forgiveness. <http://hr.uw.edu/benefits/more-ways-to-save/loan-forgiveness-program/>

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