• **Orientation is an introduction**
  - Review plan brochures and online tools
  - Talk to your healthcare provider(s)
  - Contact plan administrators with questions

• **Workday Benefits Enrollment**
  - Enroll in Workday during **Early Enrollment**
  - Integrated Service Center (ISC) provides tools and will offer UWNC help sessions
  - Look for notices in your Workday Inbox
  - Dependent documentation is required
  - **DEADLINES CANNOT BE EXTENDED**
  - **PAPER FORMS ARE NOT ACCEPTED**
AGENDA

- PEBB Healthcare & Insurance
- Pre-tax Spending Accounts
- Life Insurance
- Long Term Disability
- Retirement Plans
- Optional Retirement Savings Plans
- Other Benefits
- Fidelity Representative Introduction
PEBB HEALTHCARE & INSURANCE
Who’s Who?

- **PEBB = Public Employees Benefits Board**
  - Appointed by governor to oversee benefits offered to state employees

- **HCA = Health Care Authority**
  - Administers the contracts and relationships with insurance carriers

- **UW = University of Washington**
  - **UW is a state agency & public employer**
  - **UW Benefits**
    - Oversees UW benefits; provides employee education; interprets benefit policies and rules
  - **ISC – Integrated Service Center** supports UW benefits enrollment & changes through Workday

*Workday = UW’s HR, payroll and benefits enrollment system*
PEBB Eligibility

PEBB eligibility is defined by your employee group:
- Classified or professional staff, or temporary hourly
- You will receive notice of PEBB rules & your appeal rights

PEBB Eligibility Notice will be sent from uwnc2uwben@uw.edu to your work email

- First, make your benefit decisions
- Then, log in to Workday to enroll
- **Early Enrollment is Nov. 2 - 25**
  - If you miss Early Enrollment, you have 31 days to make your election starting on 1/1/2021
  - **MUST** include dependent documentation during enrollment if you chose to cover them on your medical/dental
Effective 1/1/2021 you are eligible for medical, dental, basic life, basic long-term disability insurances.

Enroll during special Early Enrollment for coverage to be in place on 1/1/2021.

Take advantage of Workday Enrollment help sessions.

If you miss Early Enrollment, you have a 31-day window to enroll starting 1/1/2021. Otherwise, you will be enrolled in default coverage.
PEBB INSURANCE ENROLLMENT

• **Medical:**
  – Enroll yourself & eligible dependents; *or*
  – Enroll yourself but **waive** dependents; *or*
  – Waive yourself – then you **cannot** enroll dependents
    o Future enrollment only allowed at annual open enrollment, or for Qualifying Life Event (Special Open Enrollment (SOE) applies)
    o No payment in lieu of enrollment in medical

• **Dental:**
  – You (employee) are automatically enrolled (cannot waive)
  – Optional to enroll dependents
    o UW pays 100% of the premium for you and dependents

• **Dual state employees:**
  – If you and your Spouse/SRDP (or child) work for a WA State agency/institution, you each **must** enroll for dental with your own agency
PEBB Eligible Dependents

Eligible dependents include...

- **Your Legal Spouse**
  - Marriage certificate AND proof of common residence/financial interdependency OR
  - Most recent Federal Tax Return (page one only; remove all SSN & financial)

- **Your State-Registered Domestic Partner (SRDP)**
  - Unmarried and one person is age 62 or older (check for tax consequences)
  - Taxes apply to imputed value coverage for non-tax-qualified SRDP
  - Documentation: Completed *Declaration of Tax Status* form and Certificate of state-registered domestic partnership from Washington or any US state and proof of common residence/financial interdependency

- **Child(ren) (to the end of the month in which they turn age 26)**
  - Birth certificate, adoption paperwork
  - Legal/court Order documentation
  - Disabled or Extended Dependent – certification required

You MUST attach valid documentation in Workday to ensure your dependents are covered.
UW Job Changes

If you:

- Change jobs *within* the UW and remain eligible for PEBB benefits (including a move from temp to permanent)

Then:

- *You cannot change PEBB benefits.* Your plan year benefit elections remain in place through December 31

*Full PEBB includes Medical, Dental, Life, LTD*
CHOOSING A MEDICAL PLAN

• Provider Network – Are your providers in-network?

• Plan Availability - Is it available where you live?

• Compare Plans and Costs:
  – Premiums
  – Deductibles
  – Co-pay (fixed amount) or co-insurance (% of allowed fee)
  – Out of Pocket Limits

• Use online PEBB plan comparison tool: www.hca.wa.gov/PEBB

• Contact the plans directly to ask questions
Insurance Terminology

• Premiums
  – The amount you pay from your paycheck each pay period for insurance coverage.

• Deductible
  – A fixed dollar amount you pay each calendar year before the plan begins paying for covered services.

• Co-pay
  – Flat dollar amount you pay when you receive services, treatments or supplies.

• Coinsurance
  – Percentage of the allowed amount you pay for most medical services and prescription drugs after your deductible is reached.

• Out of Pocket Limits
  – Most you pay during a calendar year for covered services.
Choosing a Medical Plan

All PEBB Medical Plans Offer:

- No pre-existing condition exclusions
- No Lifetime Maximum
- Preventive Care covered 100% in-network
  - US Center for Disease Control (CDC) schedule of services
- Vision is part of medical (including hardware/lens allowance)
- Prescription is part of medical (includes retail; mail-order)
## CHOOSING A MEDICAL PLAN: 3 Design Options

<table>
<thead>
<tr>
<th>DESIGN OPTION</th>
<th>PLANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer-Directed Health Plan (CDHP)</td>
<td>• Uniform Medical Plan (UMP) CDHP</td>
</tr>
<tr>
<td>(“High Deductible”)</td>
<td>• Kaiser Permanente WA CDHP</td>
</tr>
<tr>
<td></td>
<td><strong>Managed Care</strong></td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente WA Classic</td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente WA Sound Choice</td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente WA Value</td>
</tr>
<tr>
<td>Preferred Provider Organizations (PPO)</td>
<td>• UMP – Classic</td>
</tr>
<tr>
<td></td>
<td>• UMP – Select</td>
</tr>
<tr>
<td></td>
<td>• UMP Plus – UW Medicine Accountable Care Network</td>
</tr>
<tr>
<td></td>
<td>• UMP Plus – Puget Sound High Value Network</td>
</tr>
</tbody>
</table>
MEDICAL PLAN DESIGN OPTIONS

1. Consumer Directed Health Plans (CDHP)
   • High deductible; higher out-of-pocket limits than other plans
   • Includes a tax-free Health Savings Account (HSA) (Employer contributes)
   • Lower monthly premiums
   • In-network preventive care (CDC list by age) covered 100%
   • Check eligibility: https://www.hca.wa.gov/employee-retiree-benefits/public-employees/health-plans-health-savings-accounts-hsas

2. Managed Care Plans
   • In-network Primary Care Physician (PCP) coordinates all your care
   • PCP referral required for specialty care or plan may not pay
   • In-network preventive care (CDC list by age) covered 100%
   • Emergency & Urgent Care available – be sure to understand the rules
   • Check service area: based on home address in UW Workday
3. Preferred Provider Organization (PPO)

- Self-refer to any approved provider type in most cases
- Usually provides higher level of coverage with preferred provider
- In-network preventive care (CDC list by age) is covered 100%
- Accountable Care Networks (ACN's) require PCP coordination of your care
  - Check ACN availability – limited counties in WA
  - Check coverage for out of state dependents (e.g. students at college)
- UMP Classic and UMP Select
  - Provides greatest flexibility for out of area care
  - Regence Blue Shield Network – national and international
  - You typically pay a larger portion of costs in exchange for self-referrals
PREMIUM SURCHARGES (additional fees)

• *May or may not* be required in addition to PEBB medical premiums
  - Your responses to questions during enrollment determine if you will pay
  - Default: You will pay a surcharge if you fail to respond during enrollment

• Two types of surcharges:
  – Tobacco
    o Must attest for each enrolled dependent (over age 12)
    o **$25 per month** if any enrolled member is a recent tobacco user (prior two months)
    o Can change attestation if tobacco use changes
  – Spousal/SRDP
    o **$50 per month** may apply if spouse/SRDP has access to other coverage comparable to UMP Classic (enrollment questionnaire will identify if you pay or not)
    o You may be required to re-attest each year at open enrollment, if your spouse remains a covered dependent on your PEBB medical. HCA will notify you.
PEBB DEFAULT COVERAGE

If you do not submit elections in UW Workday by your deadline...

• Default coverage:
  – Uniform Medical Plan **Classic**
    – Employee-only coverage & subject to tobacco surcharge
  – Uniform Dental Plan
    – Employee only (no dependent coverage)
  – Basic life insurance & Basic long-term disability
    – If you default into coverage you will have to complete an “Evidence of Insurability” form for Optional Life, AD&D or LTD coverage

**Your next opportunity to change health insurance:**

• Open enrollment **NEXT** November; Coverage effective following January 1
• Qualifying life event (birth, death, marriage, divorce)
  - Must report timely to UW ISC: generally within 60 days
SMARTHEALTH

• PEBB program that supports you on your journey toward living well

• Online and mobile-friendly; secure, easy-to-use, 100% confidential. Register at: smarthealth.hca.wa.gov

• Earn points & gift card for completion of Health Assessment (Check out deadlines)

• Earn reduction in employee deductible or additional HSA deposit (if applicable)
• UW pays 100% of premium for employee & dependents (no paycheck deduction)

• You cannot waive dental; but can waive dependent dental

<table>
<thead>
<tr>
<th>3 Plans</th>
<th>Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uniform Dental Plan</td>
<td>Preferred Provider Organization</td>
</tr>
<tr>
<td>Willamette</td>
<td>Managed Care</td>
</tr>
<tr>
<td>DeltaCare</td>
<td>Only services from network dentists are covered</td>
</tr>
</tbody>
</table>
# DENTAL COMPARISON *(What YOU Pay)*

<table>
<thead>
<tr>
<th>FEATURE</th>
<th>Preferred-provider (PPO) Plan</th>
<th>Managed-care Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Uniform Dental Plan (UDP)</td>
<td>Willamette Dental Group</td>
</tr>
<tr>
<td><strong>Preventive Care</strong></td>
<td>$0 Cost - PPO</td>
<td></td>
</tr>
<tr>
<td><strong>(deductible doesn’t apply)</strong></td>
<td>20% Non-PPO</td>
<td></td>
</tr>
<tr>
<td></td>
<td>10% Out-of-state</td>
<td></td>
</tr>
<tr>
<td><strong>Annual Deductible</strong></td>
<td>$50 Individual</td>
<td>No annual deductible</td>
</tr>
<tr>
<td></td>
<td>$150 family</td>
<td></td>
</tr>
<tr>
<td><strong>Plan Maximum</strong></td>
<td>$1,750 annual plan maximum</td>
<td>No general Plan Maximum</td>
</tr>
<tr>
<td><strong>(limit on what the plan pays)</strong></td>
<td>You pay amounts over the maximum</td>
<td></td>
</tr>
<tr>
<td><strong>Crowns</strong> (example)</td>
<td>50% PPO &amp; out-of-state</td>
<td>$100 to $175 co-pay</td>
</tr>
<tr>
<td></td>
<td>60% Non-PPO</td>
<td>No Plan Maximum</td>
</tr>
<tr>
<td></td>
<td>Plan Maximum limit applies</td>
<td></td>
</tr>
<tr>
<td><strong>Orthodontia</strong></td>
<td>Limited Benefit – See PEBB Guide</td>
<td>Limited Benefit – See PEBB Guide</td>
</tr>
</tbody>
</table>

For a complete description of covered services, see HCA website
PRE-TAX SPENDING PROGRAMS

• Medical Flexible Spending Account (FSA)
• Health Savings Account (HSA)
• Dependent Care Assistance Program (DCAP)
PRE-TAX SPENDING PROGRAMS

• Save money on out-of-pocket costs (tax-exempt)

• Contribute pre-tax up to annual IRS limit
  – Reimbursement for both you and your eligible* dependent’s qualified expenses
  – Dependents don’t need to be enrolled on your PEBB medical or dental coverage

• CANNOT enroll in Medical FSA if enrolled in a CDHP (high deductible) medical plan

• CAN enroll in DCAP if enrolled in a CDHP

• IRS regulates use and contribution limits for these plans

* Legal spouse, children and Internal Revenue Code (IRC) eligible dependents (even if not PEBB enrolled)
MEDICAL FLEXIBLE SPENDING ACCOUNT (FSA)

- Use pre-tax dollars to pay qualified healthcare expenses
- Employee pre-tax contributions (up to IRS limit)
  - Enroll via Workday by your deadline
  - Available for use 1st of the month after account is open
- Requires annual re-enrollment during Open Enrollment-
  See PEBB Enrollment Guide for current IRS limit
- Cannot have an FSA if you are in a CDHP with HSA
- “Use-It-Or-Lose-It”: forfeit unused balance
  - Administrator will provide deadlines: see welcome packet
- Administrator: Navia Benefit Solutions
HEALTH SAVINGS ACCOUNT (HSA)

• Must be enrolled in a CDHP (high-deductible health plan)
  - No enrollment required: Your medical plan enrolls you

• Employer contribution:
  - See PEBB Enrollment Guide for current employer contribution
  - Annual amount is pro-rated; deposited monthly
  - Amount is based on medical plan enrollment (employee-only vs. employee & dependents)

• Employee contributions (optional) are pre-tax
  - Payroll deduction available: enroll through Workday

• YOU are responsible for tracking your IRS limit, not UW

• HSA is also an investment account:
  - Does not expire; can use it or invest and allow to grow over time
  - Tax-exempt if used for qualified health care expenses

Administrator: Health Equity
Dependent Care Assistance Program (DCAP)

- Pre-tax savings for dependent care expenses
  - Qualifying children and adult dependents
  - Must receive one-half of their total support from the taxpayer

*If married, both parents must work outside the home to be eligible to participate*

- Expenses must be incurred by December 31
  - Must submit DCAP claims by March 31
  - “Use-It-Or-Lose-It”

- Annual IRS Contribution Limits
  - See PEBB Guide

- Allows parents to work or look for work

- See IRS Publications 501, 503

**Administrator: Navia Benefit Solutions**
LIFE & AD&D INSURANCE

• **UW pays for:**
  – Employee Basic Term Life: **$35,000**
  – Employee Basic AD&D: **$5,000**

• **Term coverage – No Cash Value**

• **Designate your Beneficiary at MetLife, not in Workday**

• **Optional Life and AD&D Coverage Can Be Purchased**

• **Employee Optional Life Insurance:**
  – $10,000 to $1,000,000
  – No Medical Evidence of Insurability during first 31 days of eligibility:
    o Up to **$500,000**
  – After 31 days you must submit Medical Evidence of Insurability to purchase coverage
  – No Annual open enrollment for life insurance
**OPTIONAL LIFE & AD&D INSURANCE**

- **Optional Spouse/SRDP life insurance:**
  - Spouse or State Registered Domestic Partner
    - $5,000 - $500,000
    - Up to $100,000 – No Medical Evidence of Insurability (31 days)
    - Spouse/SRDP premium rate is based on employee age
    - Cannot exceed 50% of Employee Optional Life Insurance

- **Optional AD&D: Employee and/or Spouse/SRDP**
  - AD&D = Accidental Death & Dismemberment
  - $10,000 to $250,000
  - Flat rate – not age based

- **Optional Child Coverage: Children age 14 days up to 26 years**
  - **Optional Child Life:**
    - $5,000 - $20,000
    - All amounts available – No Medical Evidence of Insurability (31 days)
    - Separate children’s premium rate for ages 14 days up to age 26; (not based on employee age)
  - **Optional Child AD&D:** $5,000 to $25,000
OPTIONAL LIFE & AD&D INSURANCE

• Initial Enrollment: *NOT* via Workday
  
  - Enrollment completed online with MetLife:
    - [https://online.metlife.com/edge/web/public/benefits/index?groupNumber=164995](https://online.metlife.com/edge/web/public/benefits/index?groupNumber=164995)
  
  - Designate your Beneficiary online whether electing Optional Coverage or not
  
  - **DEADLINE:** Must enroll online during Early Enrollment (Nov. 2 – 25) for Optional Coverage starting Jan. 1, 2021.
    - If you do not enroll during Early Enrollment you have **31 days** from Jan. 1, 2021 to elect optional life insurance without Medical Evidence of Insurability.
LONG-TERM DISABILITY (LTD)

Disability = “unable to perform with reasonable continuity the material duties of your Own Occupation as a result of sickness, injury or pregnancy…”

• PEBB Basic & Optional Plans
LTD INSURANCE & UW LEAVE PROGRAMS

• LTD insurance replaces a portion of your income if you are unable to work

• LTD insurance is impacted by your leave benefits (if any)
  - No “short term disability” insurance at UW (UW offers sick leave)
  - UW leave benefits are typically used prior to filing LTD claim

• UW Policies for: Sick Leave; FMLA; WA Paid Family Medical Leave; Vacation; UW Holidays
  – Staff and Professional Staff: https://hr.uw.edu/ops/leaves/

• Questions about leave? Ask your manager or supervisor
LTD INSURANCE

• Basic PEBB LTD: (automatic)
  – Maximum Benefit: $240 per month
  – Waiting period: 90 days from date of disability
  – Benefit is taxable
  – All PEBB-eligible UW employees have this benefit
LTD INSURANCE

• PEBB Optional LTD: (voluntary)
  – Benefit: 60% of eligible pre-disability earnings
    o Less offsets (reductions) including Social Security disability income; another group LTD insurance (note: individual LTD policy benefits are not an offset)
    o Maximum annual salary covered = $120,000
    o Benefit is not taxed
  – Waiting period: elect from 90 to 360 days (from date of disability)
  – Your premium is based on waiting period selected & your retirement plan (if any)
  – Pre-existing condition exclusion for first 12 months only, then none
  – No Evidence of Insurability required if you apply during first 31 days
    (after 31 days, apply any time, with medical underwriting required)
ENROLLING FOR PEBB BENEFITS

• Eligible UWNC employees utilize Early Enrollment
  – See your PEBB Eligibility Notice in Workday
  – If you miss Early Enrollment – deadline is 31 days from Jan. 1, 2021

• If you do not “submit” completed elections in Workday by your deadline:
  – Default into required PEBB coverages

• Workday enrollment notifications are sent to your UW email
  – Includes resources and enrollment deadlines

• Contact uwnc2uwben@uw.edu with enrollment questions

NO ENROLLMENT EXTENSIONS
RETIREMENT
RETIREMENT PLAN ELECTION*

- **Contract Classified, Classified Non-Union, & Temporary Hourly**
  
  **90-day choice period:**
  
  Public Employees’ Retirement System (PERS) 401(a)
  - PERS 2
    - OR-
  - PERS 3

- **Professional Staff**
  
  **30-day choice period:**
  
  - UW Retirement Plan (UWRP) 403(b)
    - OR-
  - PERS 3 401(a)

*Prior retirement participation may impact elections*
RETIREMENT TERMINOLOGY

• **Vesting** is when you earn the right to a benefit in retirement. Each plan has a unique vesting requirement, typically based on the amount of Service Credit you have earned in the plan.

• **Service Credit** is the time you have participated in and contributed to a plan. It is defined by each plan and *may* impact how your retirement benefit is calculated.

• **Internal Revenue Code (IRC)** is the federal tax rules that govern the plans and contribution limits (403(b); 401(a))

• **Retiring from the UW** means you have met eligibility to retire under the age, vesting, and service credit requirements of your retirement plan.
UW RETIREMENT PLAN (UWRP) 403(b)

- Professional staff
  - Default: UWRP (if you make no plan election)*
- 403(b) Defined Contribution Plan
  - Your retirement income is based on your plan savings
- Tax-deferred contributions and growth
- Immediate vesting of employee/employer contributions

Retirement from UWRP:

- Age 62 regardless of Service Credit years; or
- Age 55 with 10 or more years of continuous Service Credit (early)
- Check UWRP Plan Document or UW Benefits website for additional details

*Assumes no prior PERS/TRS/UWRP participation
UWRP 403(b)

• Election of UWRP starts your contributions:
  - If Defaulted (take no action) you enter 2-year UWRP Optional Period
    - Can begin contributions any time in first 2 years (once in, cannot stop)

• Fidelity is the recordkeeper for UWRP

• Employee Contributions from eligible UW compensation:
  Under age 35          5 %
  Age 35 and over      7.5%
  Age 50 and over      10 % (optional)

• 100% match from UW

• Investment Options are selected by UW
  - Mutual funds; Vanguard Target funds; TIAA annuities
  - Brokerage Window available
DEPARTMENT OF RETIREMENT SYSTEMS (DRS) PLANS

Public Employees’ Retirement System (PERS), Plans 2 and 3
PERS 2/PERS 3 SERVICE CREDIT

• **Monthly***:
  - Full service credit = 90 or greater hours of eligible compensation
  - Half service credit = less than 90 but more than 70 hours
  - One-quarter service credit = compensated for fewer than 70 hours

• **School Year*** – *(September through August)*
  - Receive 12 Service Credit months:
    Begin working in September, *and*
    work in 9 of 12 months through August with **810 hours** of compensated work

  - Receive 6 Service Credit months:
    Begin working in September, *and*
    work **at least 630** hours but fewer than 810 hours

* Members at UW will receive *either* monthly or school year service credit, whichever is higher
PERS 2 - 401(a)

- Defined Benefit (DB) Plan = Pension
  - Means retirement income is guaranteed once Vesting
  - Pension is a defined formula, not the amount you or UW contributed:

\[ 2 \% \times \text{Service Credit Years} \times \text{AFC}^* = \text{Pension} \]

*\text{AFC} (Average Final Compensation) = \text{highest 60 consecutive months pay totaled & divide by 60}*

- Vesting = 5 years of PERS 2 Service Credit

- Retirement from PERS 2:
  - Age 65 with 5 or more years Service Credit or
  - Age 55 with 20 or more years of Service Credit (reduced benefit)
  - Disability retirement & other options may apply

- PERS 2 pension includes annual cost of living adjustment of up to 3%
PERS 2 – 401(a)

• **Employee & Employer both contribute**
  - Contributions *DO NOT* determine benefit
  - Legislature authorizes the contribution rates
  - Current contribution rates are online

• **Leaving employment without retiring:**
  - If vested, can leave service credit in place: apply later for PERS 2 income; or
  - IRS allows rollover (tax-protected) or withdrawal (taxes & penalties apply)
    => Can access only employee contributions plus interest;
  - Employer contributions always remain in PERS Trust Fund to fund future pensions

• **Returning PERS members:**
  - New service credit will post to your existing PERS account
  - If previously withdrawn, DRS will contact you about cost of restoring (optional)
PERS 3 – 401(a)

• Hybrid Plans - Combination of:
  – Defined Benefit pension – paid for by employer contributions AND
  – Defined Contribution investment account – employee contributions

• Returning PERS 3 Members
  – Once PERS 3 has been elected it is irrevocable
  – DRS will confirm to UW any prior plan participation
PERS 3 – 401(a)

**DEFINED BENEFIT (Pension)**
- Paid for by *employer* contributions
- Vesting: **10 Service Credit Years**
  - EXCEPTION: **5 Service Credit years if 12 service credit months are earned after age 44**
- Benefits: determined by formula:
  \[ 1\% \times \text{Service Credit years} \times \text{AFC}^* \]

*AF{(Average Final Compensation) = highest 60 consecutive months pay totaled & divide by 60

**DEFINED CONTRIBUTION**
- Paid for by *employee* contributions
- Contribution rate election is **irrevocable**
- Vesting: **Immediate**
- Benefits: Determined by contributions & investment performance
- Investment Options: provided by WA State Investment Board (SIB)
## PERS 3 – 401(a) Employee Rate Options

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Option A</td>
<td>5.0% of pay at all ages</td>
</tr>
<tr>
<td>Option B</td>
<td>5.0% of pay up to age 35; then 6.0% from age 35 up to 45; and then 7.5% age 45 and above</td>
</tr>
<tr>
<td>Option C</td>
<td>6.0% of pay up to age 35; then 7.5% from age 35 up to 45; and then 8.5% from age 45 and above</td>
</tr>
<tr>
<td>Option D</td>
<td>7.0% of pay at all ages</td>
</tr>
<tr>
<td>Option E</td>
<td>10 % of pay at all ages</td>
</tr>
<tr>
<td>Option F</td>
<td>15 % of pay at all ages</td>
</tr>
</tbody>
</table>
RETIREMENT PLAN ELECTION OPTIONS

Professional Staff

- **30-day election window**

Make plan election in Workday

- UWRP is the default *(irrevocable)* if no election by you
  - Default = assignment to the UWRP Two-Year Optional Period (no contributions/match)
  - Begin UWRP contributions by electing UWRP in Workday

- **Make investment allocations at Fidelity:**
  - [netbenefits.com/UW](http://netbenefits.com/UW)
  - Or 1-800-343-0860

- **If you elect PERS 3** – immediate contributions are required
RETIREMENT PLAN ELECTION OPTIONS

Contract Classified, Classified Non-Union & Temporary Staff:

- 90-day Election Window:
  - PERS 2 deductions are required to begin immediately
  - 90 days to choose PERS 2 or 3, or be defaulted to PERS 2 (if no prior PERS)
  - One-Time Election is irrevocable
  - If you elect PERS 3, you must also select a Rate Option (irrevocable)

Make your retirement plan election in Workday:

If no election in 90 days, you will be defaulted into

PERS 2

Irrevocable assignment: no future opportunity to change
RETIREMENT: ENROLLMENT DEADLINES

Enroll during Early Enrollment or within window after 1/1/2021

• 30 days from notification date:
  - UWRP or PERS 3 Retirement Election (Professional Staff)

• 90 days from initial eligibility date:
  - PERS 2 or 3 Retirement Election
    (Classified Staff, Classified Non-union & Temporary Staff)

Deadline notices are provided via Workday
OPTIONAL RETIREMENT SAVINGS PLANS

- UW Voluntary Investment Program (VIP) 403(b)
- Washington State Deferred Compensation Plan (DCP) 457(b)
VOLUNTARY INVESTMENT PROGRAM (VIP) 403(b)

- Employee contributions are unmatched
- Contributions can be:
  - Pre-tax with Tax-deferred growth and/or
  - Roth Post-tax with Tax-free growth

403(b) IRC limit applies whether Pre-tax or Roth

- Enroll / cancel / change contributions - anytime
  - $15 minimum contribution; 75% of pay maximum

- Rollovers into UW VIP are accepted
- Loan/hardship provision
UW VIP 403(b)

• UWNC employees are eligible effective upon the transition date of 1/1/2021

• May rollover UWNC 401(k) accounts here

• Investment options selected by UW:
  - Mutual funds; Vanguard Target Funds; TIAA annuities;
  - Brokerage window available

• Note to Professional Staff - UWRP 403(b) and VIP 403(b) have combined contribution limit*

*If you are age 50 or older special limits may apply. Contact UW Benefits Office for additional information
VIP 403(b)

Fidelity Investments is Master Administrator

- Customer service in-person, by phone, online
- In-person appointments available on campus
- Go to Fidelity to start deductions, choose your investments and name beneficiaries online

netbenefits.com/UW
1.800.343.0860
WASHINGTON STATE DEFERRED COMPENSATION PROGRAM (DCP) 457(b)

• Optional, unmatched retirement savings program
  - IRC deferral limit for 457(b) is separate from 403(b)
  - Use both plans in the same tax year

• Contributions are pre-tax and grow tax deferred

• Eligibility: All UW employees unless:
  – Nonresident alien receiving no U.S.-source earned income
  – Individuals receiving a stipend as defined by the Department of Labor.

• Investment options provided through WA State Investment Board (SIB)

• Information is online: https://www.drs.wa.gov/dcp/dcp.htm
  or call 1-888-327-5596
WASHINGTON STATE DEFERRED COMPENSATION PROGRAM (DCP) 457(b)

Newly hired Full-time UW employees who are not in a fixed-term job with an end date are automatically enrolled in DCP*

- 3% contributions begin 3 months after your 1/1/2021 hire date;
- DRS will notify you of the program & deadlines by mail;
- Contact DCP 457(b) to set up your investment elections & beneficiary information in your online account;

  - OR -

- OPT OUT of DCP auto enrollment within 30 days of the date on the notification letter you will receive from DRS
- 3% paycheck deductions begin if you make no election to stop them
- If you miss the deadline and want to stop deductions, contact DCP for info

*Temporary hourly employees will not be automatically enrolled in this plan.
ADDITIONAL BENEFITS

- UW CareLink
- Self-care Resources
- Housing Options
- UW Combined Fund Drive
- Auto/Home/Renter Insurance
- Credit Unions
UW CareLink connects you with experts who help you or your family members navigate life’s challenges. Free to you, your dependents and household members

- **Counseling** – 5 sessions per issue
- **Legal advice** – Free 30-minute consultations
- **Financial guidance** - Unlimited
- **Elder care assistance** – Assistance to develop personalized care
- **Work-Life solutions** - Qualified referrals
- **Consultation for managers**
- **Critical and traumatic incident response services**

hr.uw.edu/benefits/uw-carelink/
HOUSING BENEFITS & RESOURCES

Hometown Home Loan Program
Exclusive benefits and savings to eligible employees and their immediate family member including:

• Reduced closing costs and fees
• Home Advantage (HA) Realtor Program
  - Up to 1% of your HA Realtor’s fee towards closing costs
• Free homeownership education
• Down payment assistance and special programs

Bridges@11th & Radford Court Apartments

• Priority access to UW employees, faculty
• Must be benefits-eligible to apply for an apartment
• Bridges @ 11th includes some apartments with reduced rates
AUTO, HOME, RENTER, AND BOAT INSURANCE

• PEBB benefit
• Liberty Mutual offers online quotes
• Makes it easy to compare prices
• Payroll deduction makes premiums simple
Make an impact on your community and the world through the UW Combined Fund Drive, our workplace giving campaign. Support your favorite charities:

- Give online or by paper giving form
- Donate via payroll deduction or check
- Choose from more than 5,000 nonprofits

Together, we can make a world of difference
depts.washington.edu/uwcfd/
CREDIT UNIONS

- Non-profit & federally insured
- Financial planning and educational resources
- Additional free benefits to members
- Balance Program
  - Money Management Counseling
  - Credit Report Review
  - Debt Management Plan
  - Identity Theft Solutions
  - Not required to be Credit Union Member
Questions

• **Contact [uwnc2uwben@uw.edu](mailto:uwnc2uwben@uw.edu)** for enrollment help and benefit questions

• **Workday**
  - Enroll in benefits in Workday – watch for Workday Enrollment Support Sessions
  - Update your personal information, including address
  - Direct deposit/paycheck stubs, W-2s
  - Look for electronic notices in your Workday Inbox

**PAPER FORMS ARE NOT ACCEPTED**