

UW BENEFITS ORIENTATION

UWNC STAFF PRESENTATION
San Juan County



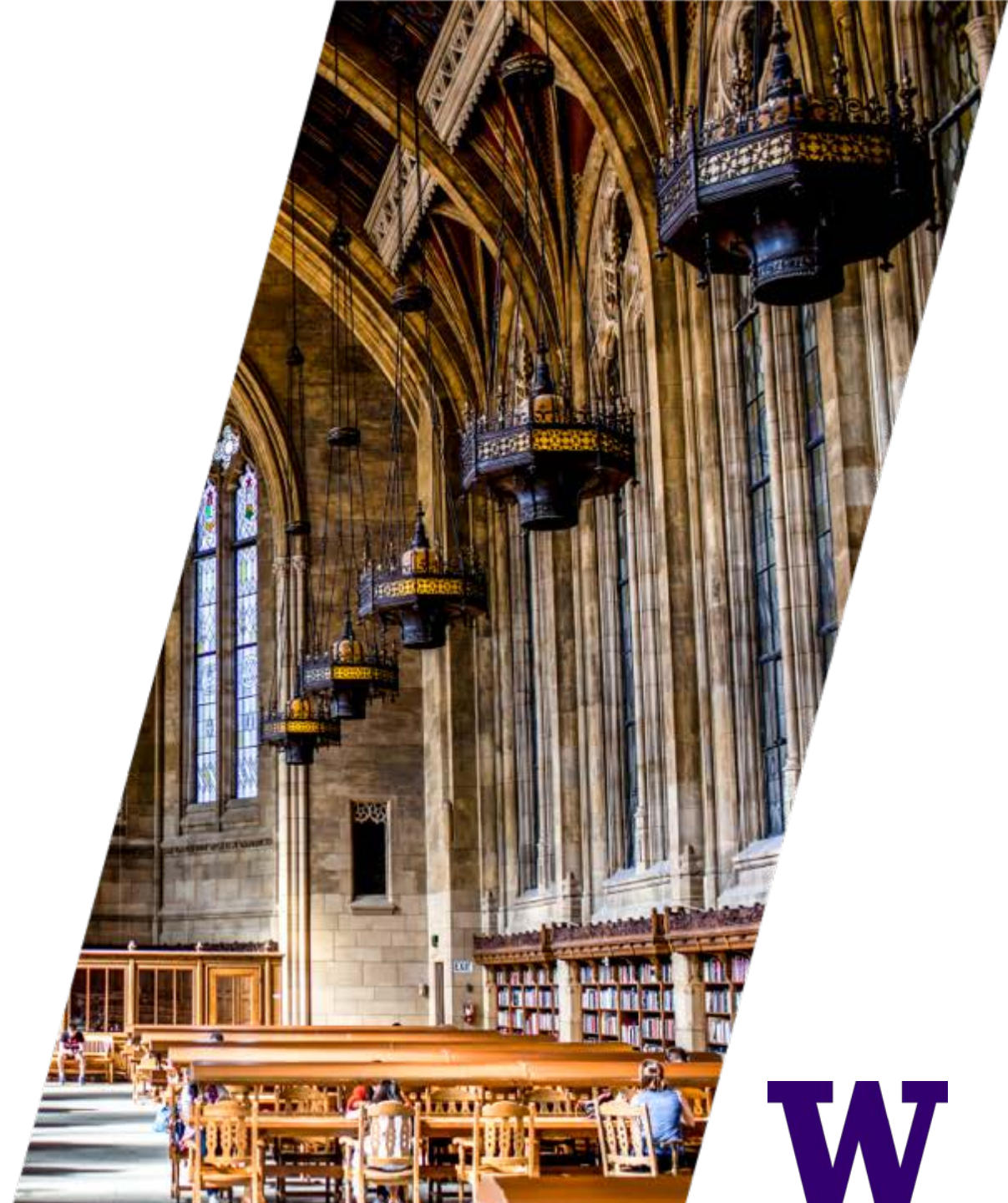
BENEFITS OVERVIEW & RESOURCES

- **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

W



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 staff, 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





PEBB INSURANCE BEGIN DATES

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
 - Future enrollment only allowed at annual open enrollment, or for Qualifying Life Event (Special Open Enrollment (SOE) applies)
 - No payment in lieu of enrollment in medical

- **Dental:**

- You (employee) are automatically enrolled (cannot waive)
- Optional to enroll dependents
 - 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

You **MUST** attach valid documentation in Workday to ensure your dependents are covered.

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





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: 2 Design Options

DESIGN OPTION	PLANS
Consumer-Directed Health Plan (CDHP) ("High Deductible")	<ul style="list-style-type: none">• Uniform Medical Plan (UMP) CDHP
Preferred Provider Organizations (PPO)	<ul style="list-style-type: none">• UMP – Classic• UMP – Select



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>

MEDICAL PLAN DESIGN OPTIONS

2. 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%
- UMP Classic and UMP Select
 - Provide 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
 - Must attest for each enrolled dependent (over age 12)
 - **\$25 per month** if any enrolled member is a recent tobacco user (prior two months)
 - Can change attestation if tobacco use changes
 - Spousal/SRDP
 - **\$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)
 - 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)

Smart[]Health





PEBB DENTAL

- UW pays 100% of premium for employee & dependents (no paycheck deduction)
- You cannot waive dental; but can waive dependent dental

3 Plans	Delivery	
Uniform Dental Plan	Preferred Provider Organization	Visit any dentist; preferred provider is less costly
Willamette	Managed Care	Only services from network dentists are covered – network limited
DeltaCare		



DENTAL COMPARISON (*What YOU Pay*)

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

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 a medical 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**



A photograph of a smiling woman with dark hair holding a baby. The woman is looking towards the right and has a joyful expression. The baby is wearing a white knit hat and a red jacket, looking directly at the camera.

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

Administrator: Navia Benefit Solutions

- Allows parents to work or look for work
- See IRS Publications 501, 503





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:
 - 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>
 - 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



PEBB LTD INSURANCE

- **PEBB Optional LTD: (voluntary)**
 - Benefit: 60% of eligible pre-disability earnings
 - Less offsets (reductions) including Social Security disability income; another *group* LTD insurance (note: individual LTD policy benefits are not an offset)
 - Maximum annual salary covered = \$120,000
 - 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)



A large, dark-colored 3D sculpture of the letter 'W' is visible in the background on the left side of the slide. It is set against a clear blue sky and some greenery.

PEBB benefits
enrollment is
through Workday

Exception: Life
Insurance - use
MetLife webpage

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 Vested
 - Pension is a defined formula, not the amount you or UW contributed:

$$\underline{2\% \times \text{Service Credit Years} \times \text{AFC}^* = \text{Pension}}$$

*AFC (Average Final Compensation) = 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% X Service Credit years X AFC*

*AFC (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

Option A	5.0% of pay at all ages
Option B	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
Option C	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
Option D	7.0% of pay at all ages
Option E	10 % of pay at all ages
Option F	15 % of pay at all ages



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

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, Nov. 2 – 25, or within the windows below:

- **30 days from eligibility date:**
 - UWRP or PERS 3 Retirement Election (*Professional Staff*)
- **90 days from eligibility date:**
 - PERS 2 or PERS 3 Retirement Election
(*Classified Staff, Classified Non-union & Temporary Staff*)

Deadline notices are provided via Workday



A glass jar filled with coins and a \$20 bill, with a paper label that says "RETIREMENT".

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 than 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

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

WSECU



Questions

- Contact 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

