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
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 uwncc2uwben@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
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: 2 Design Options

<table>
<thead>
<tr>
<th>DESIGN OPTION</th>
<th>PLANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer-Directed Health Plan (CDHP) (“High Deductible”)</td>
<td>• Uniform Medical Plan (UMP) CDHP</td>
</tr>
<tr>
<td>Preferred Provider Organizations (PPO)</td>
<td>• UMP – Classic</td>
</tr>
<tr>
<td></td>
<td>• UMP – Select</td>
</tr>
</tbody>
</table>
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)
PEBB DENTAL

- 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>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uniform Dental Plan</td>
<td>Preferred Provider Organization</td>
<td>Visit any dentist; preferred provider is less costly</td>
</tr>
<tr>
<td>Willamette</td>
<td>Managed Care</td>
<td>Only services from network dentists are covered – network limited</td>
</tr>
<tr>
<td>DeltaCare</td>
<td></td>
<td></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>$0 Cost</td>
</tr>
<tr>
<td>(deductible doesn’t apply)</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>(limit on what the plan pays)</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 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**
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:
    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
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)
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 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
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:

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

  *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

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
</tr>
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<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
  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
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 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
  o Money Management Counseling
  o Credit Report Review
  o Debt Management Plan
  o Identity Theft Solutions
  o Not required to be Credit Union Member
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**