

# Classified Staff Benefits

The University of Washington offers unique benefits not offered at other employers. Choose from top medical and dental insurance programs. Plan for your future with tax-deferred investing through the University of Washington retirement options; enjoy generous vacation and sick leave policies; and protect your family and yourself with life insurance and long-term disability options. For more information, visit [www.washington.edu/admin/hr/benefits/](http://www.washington.edu/admin/hr/benefits/)

**ELIGIBILITY** You are eligible for benefits when appointed to a classified\* staff position with at least a 50 percent schedule and duration of at least six consecutive months.

**MEDICAL INSURANCE** Choose from three managed care plans—Aetna Public Employees Plan, Group Health Classic, or Group Health Value—or one preferred provider plan, Uniform Medical Plan. To find out more, visit [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-medical.html](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-medical.html)

**DENTAL INSURANCE** Choose from two managed care plans and one preferred provider plan. Dental premiums for you and your dependent(s) are fully paid by the UW. For more information, visit [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-dental.html](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-dental.html)

**FLEXIBLE SPENDING ACCOUNT (FSA)** Consider an IRS-approved, tax-exempt account that saves you money on eligible medical expenses. FSA deposits are deducted from your gross pay before taxes are calculated. You then submit claims to reimburse yourself for out-of-pocket medical expenses for you and your eligible dependent(s). To find out more, visit [www.washington.edu/admin/hr/benefits/saving/medical/fsa.html](http://www.washington.edu/admin/hr/benefits/saving/medical/fsa.html)

**LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE** The University provides each eligible employee with \$25,000 of term life insurance. Employees may purchase up to an additional

\$350,000, plus an amount equal to their annual salary. Life insurance may also be purchased for a spouse/same-sex domestic partner in an amount up to one half of the employee's level of coverage. In addition, the University provides \$5,000 of Accidental Death and Dismemberment (AD&D) insurance. Employees may purchase up to \$250,000 in optional AD&D insurance and a percentage of that amount for dependents. For more information, visit [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/life-add/](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/life-add/)

**LONG TERM DISABILITY INSURANCE** The UW pays for basic Long Term Disability (LTD) coverage. You may supplement with optional LTD coverage, which provides up to 60 percent of your monthly salary (following a waiting period you select). For more details, go to [www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/ltd/](http://www.washington.edu/admin/hr/benefits/insure/fac-staff-lib/ltd/)

**RETIREMENT PLANS** Participate in one of two plans offered by the Washington State Public Employee's Retirement System (PERS). With PERS 2, your benefits are predefined by the plan, and contributions are subject to periodic rate adjustments. PERS 3 offers you a predefined employer-paid benefit, plus the opportunity to choose your own contribution rate (between five and 15 percent) and invest your contributions in a range of investment options. Contributions to both plans are tax-deferred. (Police officers participate in LEOFF.) For more information, visit [www.washington.edu/admin/hr/benefits/retirement/plans/](http://www.washington.edu/admin/hr/benefits/retirement/plans/)

**VOLUNTARY INVESTMENT PROGRAM (VIP)** Add a tax-deferred supplement to your retirement savings. VIP deductions are made from your gross salary before taxes are calculated, so you pay less tax. The UW does not match VIP contributions. Find out more at [www.washington.edu/admin/hr/benefits/retirement/vip/](http://www.washington.edu/admin/hr/benefits/retirement/vip/)

**HOLIDAYS AND LEAVE** The UW observes 10 paid holidays per calendar year, plus a personal paid holiday. Classified staff accrue vacation and sick leave based on classification and employment program. To learn more, go to [www.washington.edu/admin/hr/pod/newemp/orient/policy/leave.html](http://www.washington.edu/admin/hr/pod/newemp/orient/policy/leave.html)

\* **Classified staff** refers to positions that are either governed by a labor contract ("contract classified") or administered by the UW, in accordance with WPRB (Washington Personnel Resources Board) rules.



**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. For more information, go to [www.washington.edu/admin/hr/benefits/worklife/dcap.html](http://www.washington.edu/admin/hr/benefits/worklife/dcap.html)

**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) or learn more at [www.washington.edu/admin/hr/benefits/saving/housing/hometown-loan.html](http://www.washington.edu/admin/hr/benefits/saving/housing/hometown-loan.html)

### TRANSPORTATION

- **U-PASS**, the award-winning transportation program, pays your full fare on Metro Transit, Community Transit, Kitsap Transit, Pierce Transit, Everett Transit and Sound Transit buses, as well as Sounder Commuter Trains and Light Rail. U-PASS also includes free Night Ride shuttle service, vanpool subsidies, and Zipcar discounts. To find out more, visit [www.uwcommute.com](http://www.uwcommute.com).
- **Elect pre-tax payroll deduction** for U-PASS and other parking services. To learn more, visit [www.washington.edu/admin/hr/benefits/saving/pretax-transportation.html](http://www.washington.edu/admin/hr/benefits/saving/pretax-transportation.html)

**WORK/LIFE PROGRAMS** For more about these programs, visit [www.washington.edu/admin/hr/benefits/worklife/](http://www.washington.edu/admin/hr/benefits/worklife/)

- **Childcare and Parenting Programs** include referrals to on-site and community programs; plus seminars on parenting children from birth through teens.
- **TLC Sick Childcare** for children who are mildly ill. The University underwrites the daily fee.
- **Caregiving** is a growing concern, as many people find themselves caring for a parent,

spouse, or other adult family member. Discover a variety of resources—seminars, consultations, and networks—to help you manage the challenges of family caregiving.

- **UW CareLink** provides free confidential counseling and referral services to help address work and personal issues. Legal and financial services are also available.

### 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. To find out more, visit [www.washington.edu/admin/hr/pod/policies/tuition-exemption.html](http://www.washington.edu/admin/hr/pod/policies/tuition-exemption.html)
- **Professional & Organizational Development** offers a wide range of training courses, workshops, and e-Learning. For more information, visit [www.washington.edu/admin/hr/pod/staff/pro-development/](http://www.washington.edu/admin/hr/pod/staff/pro-development/)

**MORE BENEFITS** Visit [www.washington.edu/admin/hr/benefits/saving/moresaving.html](http://www.washington.edu/admin/hr/benefits/saving/moresaving.html) for information about

- **home buying options** and housing resources;
- **group auto, home, renter, and boat insurance** available to employees;
- **long-term care insurance**, designed to cover daily living assistance not covered by medical, Medicare, and disability insurance;
- **employee discounts**, offering valuable membership and merchandise discounts; and
- **UW Combined Fund Drive**, the state's workplace giving campaign at [www.washington.edu/uwcf/](http://www.washington.edu/uwcf/).

## Benefits & WorkLife

a division of UW Human Resources

CHILD CARE • COMBINED FUND DRIVE • ELDER+ADULT CARE • EMPLOYEE SELF-SERVICE • FLEXIBLE SPENDING ACCOUNT • FLEXIBLE WORK ARRANGEMENTS • HOUSING RESOURCES • INVESTING • LIFE INSURANCE • MEDICAL+DENTAL INSURANCE • PARENTING • RETIREMENT PLANNING • SAVING • SICK CHILD CARE • VOLUNTARY INVESTMENT PROGRAM • UW CARELINK • UWELLNESS

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**W** UNIVERSITY *of* WASHINGTON

**Note:** This flyer 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 [www.washington.edu/admin/hr/benefits/](http://www.washington.edu/admin/hr/benefits/)

