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

Insurance

Eligibility
You are eligible for insurance benefits when appointed to an eligible position with at least a 50 percent appointment and duration of three or more academic quarters (spring and fall are considered consecutive for benefits purposes). Insurance benefits generally begin the first of the following month. However, if an eligible faculty appointment begins on the first business or calendar day of the month, eligibility begins on that day.

Summer Insurance Coverage (July through September): You are eligible for continued UW employer contributions to your healthcare premiums for summer quarter, as long as you were paid at least 8 hours in each of the preceding 9 months and you will return to a paid appointment the subsequent fall quarter. If these requirements are not met, continued summer coverage is available through self-pay.

If your 9-month appointment begins winter or spring quarter, you will not be eligible for UW-paid coverage during the first summer, unless you have an eligible paid summer appointment. Continued summer coverage is available through self-pay.

Medical Insurance
Eligible employees may choose from among 10 health plans, all of which are listed here: www.uw.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-medical.html

Note: The Kaiser Permanente plans are only available to those residing in the southwest region of Washington or northwest/north region of Oregon.

Flexible Spending Account
If you choose a Classic, Value, or Accountable Care Program (ACP) medical plan, you have the option to contribute to a tax-exempt Flexible Spending Account. The FSA allows you to save money on eligible medical expenses. www.uw.edu/admin/hr/benefits/saving/medical/fsa.html

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

Dental Insurance
Choose from two managed care plans and one preferred provider plan. Dental premiums for you and your dependent(s) are fully paid by the UW. www.uw.edu/admin/hr/benefits/insure/fac-staff-lib/meddent/choose-dental.html

Life, Accidental Death, and Dismemberment Insurance
The University provides each eligible employee with $25,000 of term life insurance. Options allow employees to design their own coverage by purchasing up to an additional $750,000 in term insurance for themselves as well as coverage for a spouse/partner—in some cases, without evidence of insurability. www.uw.edu/admin/hr/benefits/insure/fac-staff-lib/life-add/

Long Term Disability Insurance
The UW pays for Basic Long Term Disability (LTD) coverage with a 90-day waiting period and a maximum benefit of $240 per month. You may purchase additional optional LTD coverage to supplement the Basic LTD, providing up to 60 percent of monthly salary (calculated on a maximum annual salary cap of $120,000) following a waiting period you select. www.uw.edu/admin/hr/benefits/insure/fac-staff-lib/ltd/

Retirement Plan

Eligibility
Faculty and academic staff with appointments of at least 50% FTE and lasting 6 months or longer in duration are eligible for participation in retirement.

State law requires that newly eligible faculty be offered a choice between the UW Retirement Plan (UWRP) and either the Public Employees’ Retirement System (PERS) Plan 3 or Teachers’ Retirement System (TRS) Plan 3, depending on whether your appointment is one of faculty as defined in the Faculty Code under section 21-31. If it is, then you will be given the TRS 3 option (in addition to UWRP). If it is not, you will be given the PERS 3 option.

UWRP is a Defined Contribution (DC) Plan under Internal Revenue Code (IRC) Section 403(b). The employee defers a defined percent of wages to a retirement account before federal withholding tax is calculated, and the UW matches 100% of those contributions. Contribution levels are:

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

Both PERS 3 and TRS 3 are hybrid “defined benefit” (DB) and “defined contribution” (DC) retirement plans under IRC Section 401(a). The DB portion is funded by employer contributions; the DC portion is funded by tax-deferred employee contributions. An employee elects one of six contribution options.

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

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

Other Benefits

Holidays and Leave
The UW observes 10 paid holidays per calendar year. Faculty members are eligible to receive up to 90 days of paid sick leave per academic year.

Twelve-month faculty appointees are paid for 11 months’ service over a 12-month period. One month is available for vacation use during this time.
http://www.washington.edu/admin/acadpers/prospective_new/leaves.html

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.
www.uw.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. Also see www.uw.edu/admin/hr/benefits/saving/housing/hometown-loan.html

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

Elect pre-tax payroll deduction for U-PASS and other parking services. www.uw.edu/admin/hr/benefits/saving/pretax-transportation.html

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