

Professional 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/

ELIGIBILITY You are eligible for benefits when appointed to a professional 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

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

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 eligible out-of-pocket medical expenses for you and your eligible dependent(s). Find out more at 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/

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/

RETIREMENT PLANS As a professional staff member, you are eligible to participate in the 403(b) defined contribution University of Washington Retirement Plan (UWRP). Your UWRP contributions are tax-deferred and immediately vested, and you direct how to invest your account. The UW will match your contributions at 100 percent:

- 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)

To participate in the UWRP, enroll through UW Benefits & Work/Life. If you have not enrolled two years after your appointment, you will automatically be enrolled in a Vanguard Target Retirement account, and your contributions (via payroll deductions) will begin. UWRP funding vehicles are designated with Fidelity, TIAA-CREF, and Vanguard. For more information, visit www.washington.edu/admin/hr/benefits/retirement/plans/

VOLUNTARY INVESTMENT PROGRAM Add a tax-deferred supplement to your retirement savings. Voluntary Investment Program 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/

HOLIDAYS AND LEAVE The UW observes 10 paid holidays per calendar year, plus a personal paid holiday. Professional staff accrue vacation and sick leave based on appointment level and years of service. To learn more, visit www.washington.edu/admin/hr/polproc/prostaff/leave/



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

HOMETOWN HOME LOAN PROGRAM Save on loan fees, inspections, and appraisal fees. Pre-qualify and apply at www.homestreet.com/UW or learn more at 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, and Sound Transit buses, and provides a discount (approximately 30 percent) on Sounder commuter train service. U-PASS also includes free Night Ride shuttle service, vanpool subsidies, and Flexcar discounts. To find out more, visit www.washington.edu/commuterservices/programs/upass/
- **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

WORK/LIFE PROGRAMS For more about these programs, visit www.washington.edu/admin/hr/benefits/worklife/

- **Childcare and Parenting Programs** include time-saving referrals to space available at on-site and community childcare centers, plus seminars on parenting children from newborns to 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
- **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/

MORE BENEFITS Visit 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 with your UW ID; and
- **Combined Fund Drive**, the state's workplace giving campaign. Visit www.washington.edu/uwcf

Benefits&WorkLife

a division of UW Human Resources

CHILDCARE • 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 CHILDCARE • VOLUNTARY INVESTMENT PROGRAM • UW CARELINK • UWELLNESS

www.washington.edu/admin/hr/benefits



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/