

UW Physicians Benefits Overview



UWP BENEFITS OFFICE

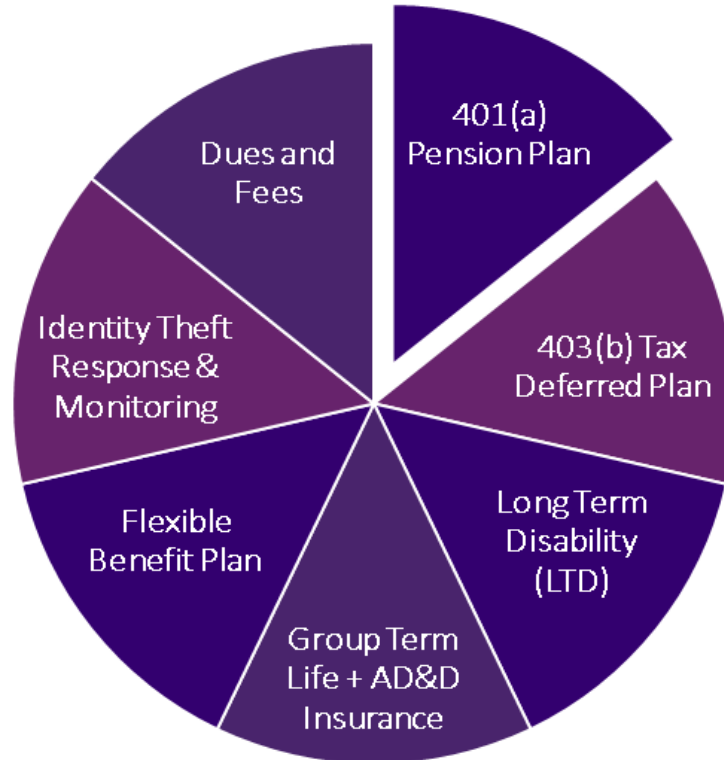
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UW Medicine

UWP Benefits Summary for 0.5 FTE w/ UWP Salary

This is intended as an overview of the benefits that are available through UWP for Members and Associates working at least 0.50 FTE (at least 50% time).

Benefits Offered by UWP



* You are benefits eligible on your date of hire

Retirement: Pension Plan – 401(a)

Graded Vesting Schedule

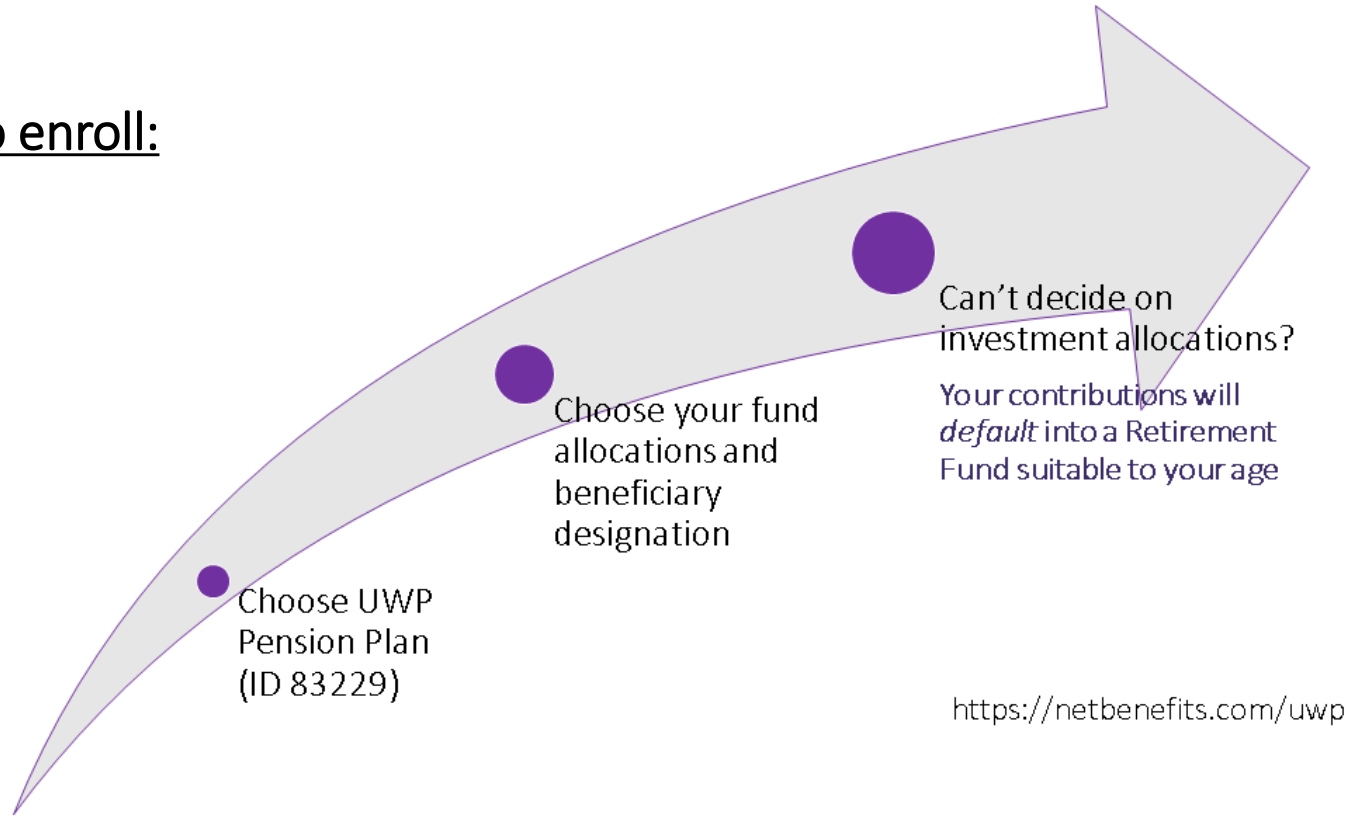
Service Completed*	% vested
Year 1	0%
Year 2	25%
Year 3	50%
Year 4	75%
Year 5	100%

*1,000 hours equals 1 year of service for the purposes of determining vesting status

- UWP funds your 401(a) plan 100%
- UWP contributes the equivalent of 9% (10% if age 50 or over) of your gross income
- Fidelity is the Retirement Plan Record Keeper: you select the investments
- No withdrawal while you are employed unless you are permanently disabled

Fidelity Investments

Steps to enroll:



Tax-Deferred Annuity (TDA) Plan – 403(b)

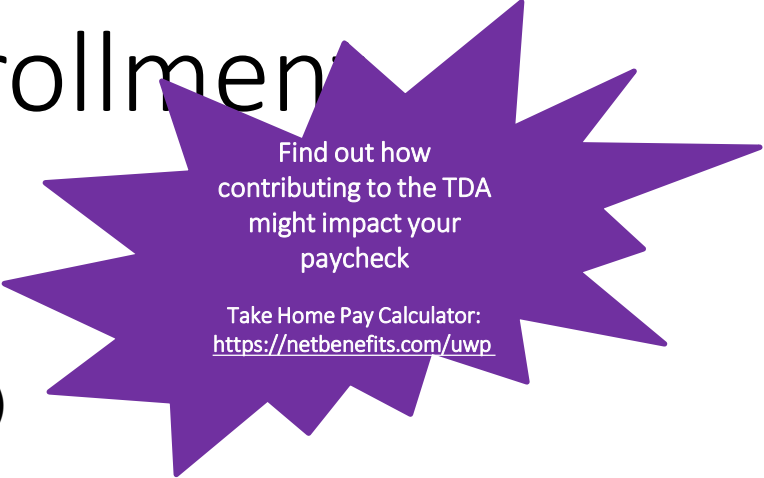
(Voluntary)

- 100% employee funded
- Contributions are made by the employee, pre-tax or post-tax, via payroll deduction
- You may start/stop or change your contribution at any time

TDA Online Enrollment

Steps to Enroll Online:

- Go to <https://netbenefits.com/uwp>
- Select Tax-Deferred Annuity (TDA Plan ID#83230)
- Decide how much you would like to contribute
- Determine investment options for your contributions
- Designate a beneficiary (similar to Pension Plan)



Find out how
contributing to the TDA
might impact your
paycheck

Take Home Pay Calculator:
<https://netbenefits.com/uwp>

For questions, call 1.800.343.0860

Long-Term Disability

- 100% employer-paid benefit
- Subject to a 90-day waiting period from the time you become disabled
- Automatic enrollment

Disability benefit: 66.67% of monthly covered earnings up to \$35,000 max.

Life and AD&D Insurance

- Basic group term Life and AD&D benefits
- 100% employer funded

<u>Insurance benefit:</u>	\$15,000 Life
	\$45,000 AD&D

2019 Flexible Benefits Plan

(Cafeteria 125 Plan)

Two components:

- Healthcare Expense Plan (up to \$2,700)
- Dependent Care Plan (up to \$5,000)

Pay for medical/dental/vision and/or dependent care expenses using pre-tax dollars deducted from your paycheck

"Use it or Lose it":

- All 2019 claims must be submitted by March 31, 2020

Benny card:

- Direct deduction from account and mailed about 10 days after enrollment
- Submit claim forms to request reimbursement for expenses or use card

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Flexible Benefits Plan Enrol

You have 30 days from your date of hire to elect participation

To enroll:

- Please complete the Flexible Spending Account form in your packet regardless of whether or not you would like to participate in the plan.



Identity Theft Response & Monitoring

Identity Theft Response & Monitoring

- Benefit provided by IDExperts
- Fully paid by UWP

ID Restoration Blanket

- Coverage provides assistance and services to restore the security of your personal information when it is used fraudulently
- ***No action required***: You are automatically enrolled

MyIDCare

- Monitors online activity under your name and other identifiers (credit reports, social security number, etc.)
- ***Action required***: The flyer in the enrollment packet provides additional information and online instructions for enrollment

UW Physicians Benefits Office Contacts

UWP Benefits Office

206.520.5308

uwpben@uw.edu

Belen Juarez

Benefits Specialist, UW Physicians

206.520.5308

juarez89@uw.edu

Karen Brooks

Benefits & Provider Compensation

Manager, UW Physicians

206.520.5668

kmbrooks@uw.edu

Erica Floyd

Controller, UW Physicians

206.520.5669

ericaf23@uw.edu

UW Benefits Office Contacts

UW Benefits Office

206.543.4444

benefits@uw.edu

<https://hr.uw.edu/benefits/>

UW Integrated Service Center (ISC)

206.543.8000

ischelp@uw.edu

<https://isc.uw.edu/>

UW Benefits Orientation:

Can attend in person or online

<https://hr.uw.edu/benefits/benefits-orientation/>

QUESTIONS?



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THANK YOU!

