

# Total Rewards at UW Hospitals and Clinics

## Compensation

UW Health is committed to providing all employees with a competitive level of compensation at time of hire and throughout their career at UW Health. This is done through a comparison of UW Health salary ranges to compensation benchmarks in the external labor market. Compensation rates and salary offers will be established in a similar manner to be competitive with the external labor market based on the job and an individual's experience and education. UW Health will review and discuss an individual's relevant experience and education during the selection process. During their career at UW Health, employees may be eligible for annual base pay increases based on market data, individual performance, and UW Health's financial performance.

## Health and Dental Insurance

Employees who are employed to work 23.2 hours or more a week are eligible for comprehensive health, dental and vision insurance coverage for themselves and eligible dependents. Both HMO and High Deductible Health Plans are offered. In addition, Flexible Spending Accounts and Health Savings Accounts are available to eligible employees.

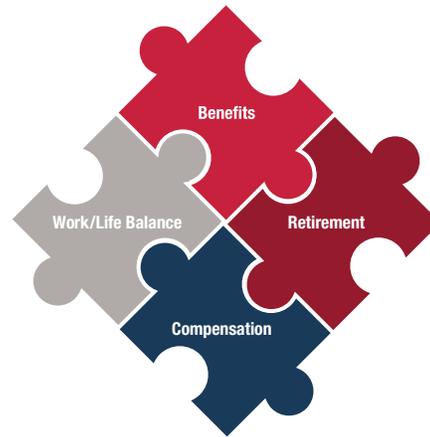
Employees who are eligible for health insurance through UW Hospitals and Clinics, but waive coverage, may be eligible for an annual insurance Opt-Out, up to \$2000.

## Retirement

Eligible employees are automatically enrolled in the Wisconsin Retirement System (WRS) on their first day of employment and UW Hospitals and Clinics matches the employee contribution towards this defined benefit plan. Supplemental retirement plans are available, including a Tax Sheltered Annuity 403(b) plan and Wisconsin Deferred Compensation 457 plan.

## Time Off

Our generous time off package is based upon years of service and is pro-rated by the percentage of your full-time equivalency (FTE). UW Health also recognizes 8 paid holidays and offers paid maternity/paternity leave. Eligible employees will also accrue sick leave.



## Life and Disability

We offer four different life insurance plans and a disability plan that can pay up to 75 percent of your salary.

## Professional Development

UW Health offers a variety of internal and external professional development resources, including group development programs, online learning courses, and tuition reimbursement.

## Discounts and Timesavers

- No-cost Madison Metro bus pass
- Corporate Discount program
- UW Madison Wiscard Access
- On-site conveniences (varies by location)
  - Convenience store
  - Coffee shops
  - Cafeteria
  - Gift shop
  - Pharmacies
  - Retirement planning counselor



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## Employee Assistance and Work-Life Program

Provides no-cost, confidential services to employees and their families for:

- Self-improvement/personal development
- Family and dependent care needs
- Family, parenting or job concerns
- Legal matters and financial questions
- Building and improving relationships
- Alcohol or drug abuse questions or problems
- Emotional or stress-related issues

## Family Support Programs

- Lactation/Comfort rooms
- Individualized support from UW Health Lactation Consultants
- No cost Care.com membership

## Recognition and Appreciation

Employee recognition, appreciation and involvement is an important part of the culture at UW Health. A variety of programs and events have been designed to thank, congratulate, recognize and reward staff, including:

- Length of Service Recognition
- Retirement Recognition Program
- Thanks for Caring

## Employee Wellbeing

We recognize that employee wellbeing is a foundation to our success. Our employee wellbeing program, Wellness Options at Work, offers a collection of programs and resources to create and support a culture of health. Our program encourages staff and physicians to embrace healthy lifestyle habits and build supportive relationships. Our team of trained experts offer meaningful, real life support in four key areas of living well, health coaching, healthy environment and resilience.

