

# BENEFITS OVERVIEW

## MEDICAL CENTER TEAM MEMBERS

**U**VA believes that employee talent is our greatest asset, and as part of our commitment to attract, develop, and retain outstanding employees, we offer an exceptional benefits package. Focusing on you and your family as complete and unique individuals, you'll find our holistic Total Rewards program involves much more than just your base pay. For the most up-to-date information, please visit our Human Resources website: [hr.virginia.edu](http://hr.virginia.edu).

## WELL-BEING

UVA understands patient care is demanding. With us, you'll find a community of people, resources, and programs to support you in many ways.

**EMOTIONAL:** Take advantage of free and confidential counseling through our Faculty and Employee Assistance Program (FEAP), or attend free drop-in classes offered by the Compassionate Care Initiative, Mindfulness Center, Contemplative Sciences Center, and FEAP to hone your stress management skills and enhance work-life balance.

**PHYSICAL & FINANCIAL:** UVA provides a wide array offerings, from expert-led webinars to programs to live coaching, focusing on helping you meet your personal well-being goals and supporting a holistic healthy lifestyle. Plus, team members who participate in our Hoos Well programs can earn up to \$500 in rewards each year!



If you are struggling or just don't feel like your mental well-being is where it should be, FEAP can help you get on a path toward improving it. From 1:1 counseling to referrals to on-demand resources, FEAP can help address a wide range of well-being concerns.

## RETIREMENT

All salaried and benefits-eligible employees participate in our defined contribution plan based on tax-deferred accumulation, with **UVA contributing 4%** of your salary and 100% vesting after 24 months of employment.

Take advantage of any or all of our optional **403(b) and 457 savings programs offering pre-tax savings or Roth after-tax deferrals**. Contribute up to the IRS-determined limit annually in each account, and receive a 50% match from UVA for up to 4% of your salary.

Along with your retirement plan, you will receive **life insurance and short- and long-term disability coverage**.

## HEALTH

**Three health plan options** allow you to choose the best plan for your needs while achieving a balance of low premiums and maximum flexibility.

Through Health Savings Accounts, Dependent Care Savings Accounts, and Flexible Spending Accounts, you can take advantage of multiple opportunities to use tax-free income to manage health and dependent care costs.

PLAN TYPE	MONTHLY HEALTH PREMIUMS					
Employee	<b>BASIC</b>	\$25.00	<b>VALUE</b>	\$92.00	<b>CHOICE</b>	\$201.25
Employee + Child(ren)		\$31.50		\$147.25		\$407.25
Employee + Spouse		\$41.50		\$185.00		\$524.75
Family		\$78.75		\$296.25		\$776.50



\*The Basic Health Plan includes an employer-funded Health Savings Accounts into which UVA contributes up to \$1000 per year for an individual or \$1500 for a spouse, child, or family. A Limited Flexible Spending Account is offered to employees in this plan.



### You choose when your medical, vision, and dental health insurance coverage begins\*:

1. The date of hire
2. The first of the month following hire date

\* Please check with your current insurer or employer to verify termination date and coverage coordination with UVA Benefits.

## DENTAL & VISION

A vision discount plan is included in the cost of your UVA Health Plan, and you can also take advantage of a fully insured vision program. Dental offerings include a basic and an enhanced plan option, both of which cover preventative services at 100%.

PLAN TYPE	MONTHLY DENTAL PREMIUMS			
Employee	BASIC	\$1.00	ENHANCED	\$10.50
Employee + Child(ren)		\$2.00		\$24.75
Employee + Spouse		\$4.00		\$29.00
Family		\$7.25		\$49.75

## PAID TIME OFF

**Begin accruing PTO on your first day! And as your time with UVA increases, so does your accrual rate.**

Depending on your length of service at UVA and the number of hours worked each week, you will accrue **Paid Time Off**, which can be used for personal time, vacation, and sickness.

	0-4 YEARS	5-9 YEARS	10-19 YEARS	20+ YEARS
Bi-Weekly Accrual*	8 hours	8.923 hours	9.846 hours	11.077 hours

\*Rates are based on full-time employment at 80 hours per pay period.

Unique to UVA employees is the benefit of receiving an additional eight hours of paid leave per year for public service, so you can get out there and be a part of the broader community. If your office is closed on a holiday, PTO hours will be used to cover the holiday. Twice yearly, employees with over 40 hours of time off are eligible to request a PTO cash out.

When paid leave isn't a possibility, there are options to take **leave without pay**. If you find yourself in need, you can request **leave donations**, and your community of colleagues have an opportunity to help support you.

## RECOGNITION

The UVA culture encourages caring and recognition for one another. We aim to measure, improve, reward, and celebrate individuals and team performance through programs such as Urewards Points; awards such as Team Member of the Month, Outstanding Contributor, and Service Awards; and acknowledgement across the board at events like the annual Staff Appreciation Breakfast.

## EDUCATION BENEFITS

Team Members with 6+ months of service can receive \$5,250 per year for eligible education expenses, including tuition, registration, and other fees. In addition, up to \$375 per year can be utilized for approved professional certification expenses.

## PAID PARENTAL LEAVE

UVA offers eight weeks of paid leave to team members who have been employed by UVA for 12 consecutive months. In addition, UVA employees have access to a backup care program for child and eldercare.

ALL UP-TO-DATE  
BENEFITS  
INFORMATION

