EARNINGS THAT MATTER

FACILITIES SERVICES
UNIVERSITY OF WASHINGTON
This summary describes certain highlights of compensation and benefits offered by the University of Washington. Information summarized here is governed by plan documents. Nothing within this document should be interpreted as creating contractual obligations. Programs may be modified or canceled.

PREPARED ON BEHALF OF FACILITIES EMPLOYEES SERVICES BY PAGE RUSSELL, FALL 2017.
WHAT DO YOU VALUE?

If you value meaningful, stable work, the University of Washington is the right place for you.

If you want the opportunity that comes along with employment at a leading edge, world renowned institution, the University of Washington is the place for you.

The UW could not succeed without the dedicated passion and valuable skills of its Facilities Services team. As an employer, we hold ourselves to high standards, and in doing so are committed to delivering meaningful benefits to all team members.

UW employees enjoy a range of fantastic benefit packages and perks, including:

• COMPREHENSIVE MEDICAL, DENTAL AND VISION COVERAGE.
• RETIREMENT AND SAVINGS WITH GENEROUS EMPLOYER CONTRIBUTIONS.
• EXCELLENT JOB STABILITY AND SECURITY.
• EXCLUSIVE PERKS AVAILABLE ONLY TO THE UW.
• A VALUE AND MISSION ORIENTED ORGANIZATION.
• A BEAUTIFUL, ENERGETIC CAMPUS WORKING ENVIRONMENT.
A TOUR OF YOUR
TOTAL PAY PACKAGE

BASE PAY
Based on the position, your skills and experience, and the market.

BENEFITS
Outstanding medical coverage for you and your family, excellent retirement options, paid holidays, vacation and sick leave that accrues every month.

TRAINING
On-the-job training allows you to get paid while upgrading your skills.

STABILITY
Come to this spectacular campus each and every day.

WORK/LIFE BALANCE
Superb lifestyle options enable you to balance work, family, health, professional development, and leisure.

PERKS
Discounts, resources, opportunities, and more cool stuff only available for UW team members.

JOB SECURITY
While the economy booms and busts, we keep moving forward.

EDUCATION
Take advantage of tuition exemption and earn a degree while you work, or explore professional development and ongoing career training.

MISSION ORIENTED
We are mission driven, not profit driven. Our work enriches the community, not the few.
MISSION ORIENTED

Very few things in our careers are more rewarding than working somewhere that aligns with our values.

Working at the University of Washington, we rest well with the knowledge that our efforts, our ideas, and our sweat all go to enrich the community in which we live. Rather than drive profits for shareholders, our work each day moves the needle on a mission we can all believe in - preserving, advancing, and disseminating knowledge.

At Facilities Services, we embrace a culture of Lean, empowering you and allowing you to affect change. No matter what your role is, at Facilities Services, you can have an impact on our community.

Our job is to support the drive to discover that rests at the heart of this University. Our work has unique value and intangible meaning. Our efforts advance a cause in which we can all be proud.
BENEFITS
MANY EMPLOYERS OFFER LIMITED MEDICAL OPTIONS. AT THE UNIVERSITY OF WASHINGTON, WE UNDERSTAND THAT ONE SIZE DOES NOT FIT ALL. ELIGIBLE STAFF CAN CHOOSE FROM MULTIPLE PLANS FROM THE FOLLOWING PROVIDERS.

**KAISER PERMANENTE**
Managed Care at its finest, Group Health plans offer low deductibles and flat rate co-pays.

**UNIFORM MEDICAL**
Uniform Medical Plans give you control over your provider while offering excellent deductibles and out of pocket limits.

We believe protecting your health should not have to wait 90 days. All UW Medical, Dental and Vision plans begin the first day of the next month after you start, an industry leading eligibility speed.

We believe that flexibility is the key to excellent care. All our plans have multiple coverage options so you can tailor your insurance to meet the specific needs of you and your family.

We believe health care coverage should not be limited to full time employees. All regular staff positions and many hourly positions are eligible for our medical, dental and vision benefits.

We believe you should be rewarded for staying healthy. The University’s SmartHealth Wellness Program lets you earn lower deductibles or cash into your health savings account by being proactive about your health and fitness.

In addition, the University offers pretax Health Savings Accounts or Flexible Spending Accounts, allowing you to set aside just the right amount for you and your family.

Multiple unique dental and vision plans are offered at no additional cost.
AT THE UNIVERSITY OF WASHINGTON, WE BELIEVE IN SAVING FOR A RAINY DAY. OUR FUTURE IS BRIGHTER WHEN WE ARE FINANCIALLY PREPARED FOR IT.

Whether you are enrolled in PERS (Public Employee Retirement System) or UWRP (University of Washington Retirement Plan), the University of Washington is committed to your future.

**PERS**
A defined benefit plan based on your years of service and average final salary, combined with a defined contribution plan that you control.

**UWRP**
A defined contribution plan, and the University is committed to match up to 10 percent of salary per year, depending on age, and up to the annual Internal Revenue Code limit.

In addition, the University of Washington offers free seminars and workshops on retirement and savings planning, as well as one-on-one appointments with advisors who can help you tailor your plan for the specific needs of you and your family.
PAID LEAVE

BALANCING WORK AND LIFE IS ONE OF THE MOST IMPORTANT THINGS WE DO, AND AS A UNIVERSITY OF WASHINGTON TEAM MEMBER, YOU CAN EXPECT GENEROUS PAID TIME OFF.

Vacation Leave

Vacation Leave is based on employment type and years of service. It accrues at the end of each month and is available for use the following month, except during the probationary period.

Sick Leave

Sick leave in the amount of 8 hours accrues at the end of each month and is available for use the following month.

Holidays


Personal Holiday

The University grants one additional paid day off per calendar year.

Bereavement Leave

We provide paid leave in the event of a death of a family or household member.

Military Leave

Members of the U.S. military are eligible for up to 21 paid work days per year and 5 years of unpaid leave when called into active duty.
TRAINING & CAREER DEVELOPMENT
As part of a leading university, we understand the value of learning and growth. As a Facilities Services team member, you have access to multiple programs designed to help you grow as an individual.

Stepping Stones for Success Program
A three-phase program designed for developing leaders with classes that focus on practical application and developmental skills, including resume writing and mock interviews.

Facilities Services Practical Leader Series
A series of classes that helps leaders learn to develop practical skills in management, human resources, payroll, finance and safety.

Safety Training
We want you to go home the same way you came to work, and Facilities Services provides hundreds of trainings on topics ranging from CPR certification to forklift operator safety, and more. These classes help you identify hazards before they become harmful.

Emergency Preparedness
The UW Emergency Management team can teach you how to prepare and respond to emergency situations, from assembling a disaster preparedness kit to earthquake response.

Job-Specific Equipment Training
Learn to use the latest techniques with on the job training courses designed to maximize your effectiveness and streamline your work.

Apprenticeship Program
Set yourself on a new career path and get paid while you learn with our new Skilled Trades Apprenticeship Program. Designed to help you learn a new, valuable craft, the Apprenticeship Program can jump start or advance your career helping us preserve and maintain the physical assets of the University.
Nothing is more important than a stable income and secure future. At the University of Washington, your employment is anchored by an institution 150 years in the making.

Employment at Facilities Services is durable. You can wake each morning knowing that there is a place for you.

As a Facilities Services team member you can expect consistent work and the opportunity to travel to the same amazing campus each day.
PERKS

EMPLOYEE DISCOUNTS
Save money and time with great discount offers on everything from cell phones and auto services, to food, fitness, travel and wellness. It’s as easy as flashing your Husky Card, your employee ID, at local retailers, or entering promo codes online.

CHILDCARE
Three University of Washington Children’s Centers on campus serve employees by providing year-round, infant, toddler and preschool childcare. These schools are open year-round during the work week, excluding University holidays.

UW CARELINK
Offers a wide range of free or discounted services to help you deal with any area of life, including advice regarding finances, legal matters, time and stress management, counselors, elder care and anything else life might throw your way.

U-SURPLUS
Reduce, reuse, recycle and repurpose! The UW Surplus Store carries the University’s surplus items, where you can find great prices on used tools, furniture, computers, athletic equipment and more.

TUITION EXEMPTION
Through the tuition exemption program, eligible employees can take classes at the UW or other participating state, community and technical colleges on a space-available basis. Tuition exemption covers up to six credits per quarter.

DINING
Drop by for sliders or custom macaroni and cheese during Husky Hour at Cultivate. Grab a snack from more than 40 cafes. Eat with a conscious; more than half of our food is produced within 250 miles of campus.

WORK/LIFE BALANCE
The Whole U exists to help connect employees to being active, eating well, engaging interests, staying healthy, volunteering and most importantly, having fun!

ARTS UW
Take advantage of free and discounted world-class arts and performances as an employee. This includes access to the state’s oldest public museum, a handful of art galleries, and music, dance and theater performances at Meany Hall.

INTRANURAL ACTIVITIES CENTER
The IMA is the University’s facility for exercise, recreational sports and fitness classes. It features a pool, saunas, indoor track, sports courts, free weights and indoor climbing.

U-PASS
The U-PASS is a bus pass plus more, providing employees with a variety of low-cost transportation options, including transit and carpooling. And Commute Options is there to help you plan the perfect commute.
With professional development courses available and access to certificates, degrees, as well as paid trainings, you have ample opportunity and resources available to get ready for what’s next in your career. And as one of the largest employers in Washington State, there is always a new opportunity available.

At the University of Washington, your career can grow without ever leaving campus.
THIS PLACE IS GREAT WITH THE HELP OF FACILITIES SERVICES
FACILITIES SERVICES IS GREAT BECAUSE OF ITS PEOPLE

THIS IS HOW WE SAY THANK YOU

Proven Stability
Generous Retirement and Savings
Comprehensive Medical Benefits
Multiple Commute Options
Education Benefits
Widespread Discounts
Arts and Athletic Events for the Entire Family
Access to Employee Assistance Programs
A Commitment to Your Health and Well Being
A Culture of Collaboration
A Beautiful Campus

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