



EARNINGS THAT MATTER

W FACILITIES
UNIVERSITY *of* WASHINGTON

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Phone's Camera*



UW FACILITIES

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 PARTNER RESOURCES, SPRING 2024.

UW FACILITIES

SERVING TODAY...PRESERVING TOMORROW

STABILITY

OPPORTUNITY

MEANING

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 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.*
- *A FOCUS ON PROVIDING A SAFE AND HEALTHY PLACE TO WORK.*
- *EXCELLENT JOB STABILITY AND SECURITY.*
- *EXCLUSIVE PERKS AVAILABLE ONLY TO UW EMPLOYEES.*
- *A VALUE AND MISSION ORIENTED ORGANIZATION.*
- *A BEAUTIFUL, ENERGETIC CAMPUS WORKING ENVIRONMENT.*





View Your Total Comp

A TOUR OF YOUR

TOTAL PAY PACKAGE

MISSION ORIENTED

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

TOTAL COMPENSATION

Based on the position, your skills and experience, and the competitive market.

BENEFITS

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

PERKS

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

WORK/LIFE BALANCE

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

TRAINING

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

EDUCATION

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

SAFETY

Work with a team that is committed to your safety.

STABILITY

Come to this spectacular campus each and every work day. While the economy booms and busts, we keep moving forward.

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 UW Facilities, we embrace a culture of inclusion, empowering you and allowing you to affect change. No matter what your role is, at Facilities, 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.



Learn About Our Mission



MEDICAL 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 WA

Care and coverage together to support your total health — and simplify your entire health care experience.

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.

The University includes two different retirement plans. 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 2

The Public Employees' Retirement System Plan 2 (PERS 2) is a traditional, defined-benefit pension plan — when you meet plan requirements and retire, you're guaranteed a certain monthly income for the rest of your life. After working at least five years, you're eligible to receive your retirement benefit starting at age 65.

PERS 3

The Public Employees' Retirement System Plan 3 (PERS 3) is a two-part, hybrid retirement plan that combines a traditional pension plan, where you receive a defined benefit at retirement, with investment options that work like a typical retirement plan, such as a 401(k).

UWRP

With the UW Retirement Plan (UWRP), each dollar you contribute is fully matched by the UW, and you get to choose your funds with the help of Fidelity Investments, the nation's largest investment management firm and provider of workplace retirement plans. Your contribution rate is a percentage of your gross salary, ranging from 5% to 10%.

As a 403(b) defined contribution plan, you make tax-deferred contributions that lower your taxes today and allow your investments to grow tax free until retirement. All the money in your account, including matching funds, is immediately vested, which means it's yours to keep wherever your career takes you.

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.

RETIREMENT & SAVINGS



PAID TIME OFF



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 Time Off

Vacation time off 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.

Sick Time Off

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

Holidays

The University of Washington observes 11 paid federal holidays: *New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veterans Day, Thanksgiving Day and Native American Heritage Day, and Christmas Day.*

Personal Holiday

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

Bereavement Time Off

We provide paid time off 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 time off when called into active duty.

Jury/Civil Duty Time Off

If you are summoned to jury duty, you will continue to receive full pay from the University of Washington for the duration of your civic duties.

TRAINING & CAREER DEVELOPMENT

50%

*OF PROMOTABLE POSITIONS AT
UW FACILITIES HAVE BEEN FILLED
BY INTERNAL CANDIDATES.*



AS PART OF A LEADING UNIVERSITY, WE UNDERSTAND THE VALUE OF LEARNING AND GROWTH. UW FACILITIES TEAM MEMBERS ENJOY ACCESS TO A DEDICATED TRAINING CENTER, AS WELL AS MULTIPLE PROGRAMS DESIGNED TO HELP YOU GROW AS AN INDIVIDUAL AND PROFESSIONAL.

Stepping Stones for Success Program

A four-phase program designed for developing leaders with classes that focus on practical application and developmental skills, including resume writing and mock interviews. This program qualifies as six months of supervisory experience towards your next promotion.

UW POD

All UW Staff are eligible to take continuing education from the department of Profession & Organizational Development (POD). Classes include leadership development, communications, planning & productivity, Emotional Intelligence, and much more.

LinkedIn Learning

As a UW Facilities employee, you get complete access to all content on LinkedIn Learning (over 20,000 courses), a premier online continuing education resource for professionals of all fields.

Computer Training

With a dedicated computer lab, we are committed to helping you improve your comfort and skillset with technology. From job specific software training to comprehensive, repetition based programs, we have the tools to help you develop or improve your skills in this area.

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 how to safely respond to an earthquake.

UW MakerSpace

Learn to use 3d printers, engravers, arduino & raspberry pi devices and more. Take free classes and get access to cutting edge equipment and experts.

English in the Workplace

As a diverse, multi cultural employer, we are committed to helping those who wish to improve their English language skills. We offer free courses designed to elevate your skills in both written and oral English, and help you communicate better at work.



STABILITY

Nothing is more important than a stable income and secure future. At the University of Washington, your employment is anchored by an institution more than 150 years in the making.

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

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





SAFETY

Learn more about our
Safety culture



UW Facilities strives continuously to create a safe working environment for you.

We believe that safety is not just a checkbox item, but an integral part of our work, from start to finish. We understand that safety requires a commitment from leadership and an environment of continuous learning.

As an employer, we are committed to providing you the training, the equipment, the processes, and the internal support to accomplish your work in a manner that makes you feel confident, secure, and safe, regardless of the task at hand.

JUST A FEW OF OUR

PERKS

FOR UW EMPLOYEES



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.



UW 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.



FREE U-PASS

The U-PASS is a bus pass plus more, providing employees with a variety of **free** transportation options, including link light rail, transit and carpooling. And Commute Options is there to help you plan the perfect commute.



THE WHOLE U

The Whole U is a program for UW Staff only that exists to help connect employees to being active, eating well, engaging interests, staying healthy, volunteering and most importantly, having fun!



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 in promo codes online.



EMPLOYEE ASSISTANCE PROGRAM

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.



CHILDCARE & WORK/LIFE

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.



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 sustainable, gastropub-style dining at Cultivate. Grab a snack from more than 40 cafes. Eat with a conscience; more than half of our food is produced within 250 miles of campus.



INTRAMURAL 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.



ATHLETICS

Few employers may claim they have their own sports teams.

As a member of UW Facilities our job is, first and foremost, to support the research and educational mission of the University.

But we are also proud and honored to support over a dozen varsity sports, including football, basketball, baseball, softball, volleyball, and more. And don't forget rowing, a sport UW has dominated so convincingly they made a movie about it.

As a member of UW Facilities, you can enjoy access to discounted tickets to sporting events throughout the year.



Learn more at
gohuskies.com



**THIS PLACE IS GREAT WITH THE HELP OF UW FACILITIES,
UW FACILITIES IS GREAT BECAUSE OF ITS PEOPLE.**

THIS IS HOW WE SAY THANK YOU

Proven Stability

Generous Retirement and Savings

Comprehensive Medical Benefits

Multiple Free 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 and Safety

A Beautiful Campus



FACILITIES

UNIVERSITY *of* WASHINGTON



View Our Benefits Overview



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Serving today... preserving tomorrow

facilities.uw.edu

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