

# EXCEPTIONAL REWARDS



UVAHR

Medical Center Team Members

The University of Virginia 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 pay and health care.

## CAREER DEVELOPMENT | [hr.virginia.edu/career-development](https://hr.virginia.edu/career-development)

From the day you join the University as an employee, you are part of our talent community. We strive to support and foster your continual career development through hands-on, personalized performance feedback and endless training classes, programs, and resources. Our culture of lifelong learning promotes an **education benefits program** that provides funding for your approved academic courses and professional certification expenses. We will support you in your current role, and foster development throughout your lifelong career.

## PAY | [hr.virginia.edu/careers-uva/compensation](https://hr.virginia.edu/careers-uva/compensation)

UVA provides market-based compensation that recognizes competitive starting pay, merit increases, promotional opportunities, rewards, and recognition.

## RECOGNITION | [hr.virginia.edu/career-development/recognition](https://hr.virginia.edu/career-development/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.

## WELLNESS | [hr.virginia.edu/wellness](https://hr.virginia.edu/wellness)

UVA cares about your good health. Our programs encompass tools to help you emotionally, physically, and financially.

**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:** Make the most of our many opportunities for physical activity through UVA's recreation system, and enjoy discounts to programs such as those for maternity, nutrition consultation, and tobacco cessation.

**Financial:** Sharpen your financial prowess in financial seminars, webinars, and counseling at FEAP, and enjoy access to many helpful online tools and resources.

**Rewards:** Elect to participate in Hoos Well health journeys and online learning modules, earning rewards along the way for completing a variety of milestones that support our health programs and initiatives.

## HEALTH | [hr.virginia.edu/benefits/uva-health-plan](http://hr.virginia.edu/benefits/uva-health-plan)

Our **health plan options** are designed to support a healthy lifestyle for you and your family. Multiple choices allow you to assess your medical needs and choose the best plan while achieving a balance of low premiums and maximum flexibility. Upholding our commitment to providing excellent options, UVA will even contribute seed money into your Health Savings Account to offset the potential cost of the high deductible plan.

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.

Our **Dental and Vision plans** offer you options as well, with the ability to choose from Basic and Enhanced Dental, and the Aetna Vision Discount Program or the Davis (enhanced) Vision plan, allowing your needs to dictate your choice between lower monthly costs and higher coverage.

Most significant amongst all these options is the support you'll find in our community. If, after reviewing all of our resources on health coverage options, you find yourself in need of more information, a **UVA benefits counselor** will be glad to meet with you.

## TIME OFF | [hr.virginia.edu/time](http://hr.virginia.edu/time)

UVA offers a number of leave programs to help meet your needs. Depending on the length of service at UVA, you will accrue between 26 - 30 days per year of **Paid Time Off**, which can be used for personal time, vacation, and sickness.

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.

In 2019, UVA implemented a new **Paid Parental Leave** policy offering eight weeks of paid leave to employees who have been employed by UVA for 12 consecutive months. In addition, UVA offers employees access to a backup care program for child and eldercare.

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 colleagues across the community never fail to share.

## RETIREMENT | [hr.virginia.edu/benefits/retirement](http://hr.virginia.edu/benefits/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 disability coverage**.



"I help patients regain strength and function while at the hospital. With the new Hoos Well Journeys, I can learn how to improve my own physical, financial, and emotional health, allowing me to give more to my patients and my family."  
- Mary Casey, Physical Therapist



This document is intended to be a summary of UVA's Total Reward programs, which are subject to change. Please check regularly with your Manager and the UVA HR website for additional details and updates regarding these programs. Total Rewards programs may vary based on employee category and status.