

BENEFITS OVERVIEW

ACADEMIC STAFF EMPLOYEES

UVA 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.

WELL-BEING

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. Attend webinars or participate in Journeys, eMlife, and Healthy Minds @Work through Hoos Well, our award-winning employee well-being program.

PHYSICAL, FINANCIAL, & SOCIAL: UVA provides a wide array of offerings, from expert-led webinars and programs to live coaching, 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 and Hoos Well can help you get on a path toward improving it. From 1:1 counseling to referrals to live webinars and on-demand resources, FEAP and Hoos Well can help address a wide range of well-being concerns.

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. All three plans provide the same coverage; how you pay for the services will vary by 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.

PLAN TYPE	MONTHLY HEALTH PREMIUMS				
Employee	HEALTH SAVINGS	\$36.00	UVA PPO	CHOICE	\$243.75
Employee + Child(ren)		\$45.25			\$162.25
Employee + Spouse		\$59.75			\$635.00
Family		\$113.50			\$939.75

HEALTH PLAN COVERAGE INCLUDES:				
Prescription drug coverage	Infertility services with a lifetime maximum of \$15,000.	Early intervention services with a lifetime maximum of \$5,000.	Teledoc consultations Acupuncture	Chiropractic Care Hearing Services

*The Health Savings option 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 option.

**UVA PPO Out of Area (OOA) option offers an out-of-area option for PCP and Specialty providers. If your work zip code location within Workday is more than 50 miles from Charlottesville, this plan offers lower copays for providers in your area.

VISION

UVA offers two ways to save on eyecare:

1. Aetna Vision Discount Program, which is automatically included for participants in the UVA Health Plan.
2. Coverage through Davis Vision, which offers many benefits and provider options.

PLAN TYPE	MONTHLY VISION PREMIUMS
Employee	\$8.32
Employee + Child(ren)	\$14.56
Employee + Spouse	\$14.98
Family	\$23.30

DENTAL

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

Enhanced Dental provides coverage for Orthodontia treatment including Invisalign

You choose when your health, dental, and vision coverage begins



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

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

PAID TIME OFF

University Staff members can start off receiving 22 days per year paid leave. As they continue service at UVA, that paid time continues to grow up to 30 days per year. There are also options to carry over any unused leave time into the next year or be paid out for a portion of that leave once a cap is reached.

RETIREMENT

There are multiple options for our employees' retirement plans depending on position. All Academic employees will have access to the Virginia Retirement System Hybrid option. This combines defined contributions (457 Plan), defined benefit (pension), and cash match retirement benefits for a comprehensive retirement option. Our Managerial and Professional members will also have the option to select the Optional Retirement Plan. Both retirement plans come with life insurance, supplemental life options, disability insurance and you can take advantage of our optional 403(b) and 457 savings programs offering pre-tax savings or Roth after-tax deferrals with an additional cash match.

VRS

- 5% mandatory salary contribution (4% toward pension funding & 1% into a 457 account)
- 4% additional contribution will receive 2.5% matching contributions
- Additional \$40 cash match available
- 2X salary life insurance included

ORP

- 5% mandatory salary contribution
- 8.9% salary matching contributions
- Additional \$40 cash match available
- 1X salary life insurance included

EDUCATION BENEFITS

Academic employees have the option to take advantage of up to \$2,000 professional development funding or \$5,250 tuition reimbursement per year. This can be used in a variety of ways including undergraduate or graduate college credit, certificate programs, job related professional certifications, and/or conferences. UVA values personal growth for our staff members, and we want them to have the opportunity to improve while they are working with the University.

DEPENDENT CARE RESOURCES

UVA has made providing dependent care resources, options, and financial support to employees a primary goal. The Family Support Collab aims to better understand and evaluate the needs, challenges, and resources involved in employees' caregiving needs, and deliver solutions annually.

We currently offer:

- 4 UVA Affiliated Childcare Centers
- 15 days of 24/7 Back-up Care
- 24/7 Self-Hire Support

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.